IN THIS ISSUE

	Page
Local Government in Northern Europe	279
Income Tax	282
Salaries and Service Conditions ...	286
Hospital and Nursing Home Scheme ...	292
What Our Readers Say	293

Local Government Service

No. 10 OCTOBER, 1935 Vol. XVI

IS INDUSTRY GRAVITATING TO LONDON?

By L. N. BROOK, Bristol Branch.

MR. L. N. BROOK,
of the Local Taxation Office, Bristol.

" It is said that industry is gravitating to London. Is this true, and if so can you explain it? Do you think that the Government should check or control any such movement, and if so how do you suggest that it should be done? " This was an alternative subject in Class II of the Robinson Prize Essay Competition in connection with the Nalgo Summer School. The following essay by Mr. L. N. Brook, Bristol Branch, was bracketed equal first place.

THE statement that industry is gravitating to London is, in my opinion, true.

That conclusion is formed as a result of reading items of industrial news, and from information obtained from studying certain statistics. From my general reading I have learned of the establishment of large trading estates in the London area, e.g., Dagenham, Slough and the Great West Road, and in these three areas a vast amount of new industrial activity has been created.

The Drift to the Metropolis

The statistics attached relate to subjects which are extremely sensitive to changes in industrial activity. The figures deal with a period of nearly ten years, which, I think, is sufficiently long a time to indicate a trend. After disregarding the abnormal period of 1931, I consider that the statistics prove unmistakably that industry is increasing more rapidly in the London area than in the country as a whole. The annual percentage increases in the clearing banks section are small, yet in view of the tremendous amount of money involved, the *actual* increase is considerable. The tremendous decline in the clearings of the Newcastle and Sheffield banks—old centres of industry—should be carefully observed.

In my opinion, the figures definitely show that industry is gravitating to London. In my opinion, this gravitation is due, in the main, to the factors stated below.

When our industries adopted machinery during the industrial revolution, coal was an absolute necessity for fuel. Hence factories were established near coal fields. Now, however, coal is no longer the only efficient source of motive power. The advantages of electricity and oil for power purposes are such that they are being widely used in industry. Therefore, in many cases the proximity of a proposed factory site to supplies of coal is not of paramount importance.

The concentration of industry near London can in many cases be attributed to a desire to economise in transport charges. By bringing the factory nearer to its market or to the docks which import its raw materials, much expense can be eliminated. The London area offers excellent inland and export transport facilities, e.g., shipping services from every country, not more than one day's steaming from many of the northern continental ports, direct main line rail services to the important towns and good road haulage services.

Pooling Resources

This comparative increase of industrial activity in the London area has been accelerated by amalgamations which have taken place. During the last thirty-five years, multitudinous concerns have been merged into a few giant undertakings. By pooling resources in this way new factories can be built or existing ones expanded which could not otherwise have been effected.

Further, many of our older factories are now arriving at a state of obsolescence and new ones must be built. The extra cost of erecting a factory near London over that incurred by rebuilding on the " old " site will in many cases not be great; whilst the advantages, in addition to the ones already mentioned, are: its comparative proximity to two great concentrations of population, London and the midlands; cheap electrical power; and in certain cases the existence of artesian wells, and the establishment of industrial estates. One of these advantages may not be sufficient to cause a firm to commence business near London, but collectively they offer a strong inducement.

Now the gravitation of industry under discussion is of three types:—

(1) The erection of entirely new businesses which have not been transferred from elsewhere in Great Britain.

(2) The establishment of businesses which have been moved from other parts of the country, and which are employing 85 per cent. transferred labour.

(3) The establishment of businesses moved from other parts of the country and not employing 85 per cent. transferred labour.

The results of this gravitation can be either good, evil, or a combination of both.

The beneficial results are the more efficient production of goods. This is of great importance. We are an exporting nation, competing with the whole world. It is of paramount importance that our export trade be retained and if possible increased. Every desirable aid should be accorded to our industries in order to increase their competitive power. Their reorganisation upon the most modern systems is one of the best forms of assistance that could be given.

But the evil results are in many cases the creation of depressed areas in those districts from which industry has moved, large areas almost devoid of industrial activity and likely to remain so for some time; yet these areas are well populated. There we see empty houses, empty shops and factories, groups of loafers at street corners, youths who have never done six months' continuous work. Men who have served anything up to thirty years at a " trade " become unemployed, and have little chance of obtaining another job in their locality.

Unemployment also arises in those local trades which depend upon the expenditure of the displaced workers. These conditions breed discontent, agitation against the present system of industry, and create a strong tendency to commit crime. These are the ghastly, poisonous results of uncontrolled and inhuman movement of industry. In my opinion, therefore, the Government should certainly take action in the matter.

I see no reason, however, why the Government should restrict the first two classes of gravitation. It is the third type which is the cause of so much distress, and which should be controlled. Any restrictions which are applied must be done so with caution and with careful regard to the remarks previously made regarding our export trade. The problem is to maintain industry at an efficient state, to enable it to progress, and yet to prevent the creation of avoidable distress.

I consider that a Licensing Authority should be set up to effect the desired control, and before factories could be moved, a licence must be obtained.

An Obligation of Industry

The proprietors of our industries must be made to respect the responsibility which they owe to the community regarding the employment of their workers. Therefore I consider that the following principle should be established: If a company moves its factory and refuses to employ 85 per cent. or more of its previous employees, then that company should be made to contribute to the distress created as a result of this movement.

For the purposes of administration, industries would be divided into groups according to the nature of the goods traded, and a certain number of commissioners would be allotted to each group. These officials would represent the Government, employers and labour. The employers' and labour representatives would be elected solely by their respective parties and not appointed by the Government. No commissioners would, of course, be allowed to hav

(*Continued on next page*)

IS INDUSTRY GRAVITATING TO LONDON?

(*Continued from page 277*)

any financial interest in the industries comprised in their respective groups. The government representatives would be vested with the right of veto, although appellate machinery would also be established.

Before a licence would be granted to a company which proposed moving because of alleged better conditions existing elsewhere, it would be necessary for that firm to prove that similar conditions could not be reasonably provided at the existing site, e.g., the reasons given for wishing to move are cheaper transport, electricity and water obtaining at the "new" site. It would be necessary for documents to be produced from the undertakings supplying these services at the "old" site, stating that it is impossible reasonably to effect there facilities similar to those existing at the "new" site. If sufficiently improved conditions can reasonably be effected at the present site, then the licence would be withheld. The commissioners would be able to make representations to the Railways Rates Tribunal and the Electricity Commissioners regarding rail and electricity charges.

It should be remembered that restrictions would only be applied to those companies refusing to employ 85 per cent. or more transferred labour. If permission to move has been granted to a firm not employing 85 per cent. transferred labour, then that firm should be subject to a tax graduated according to the number of transferred workers employed. The tax could be assessed upon the basis of the average annual wage bill during the last five years, and would be utilised in alleviating the distress caused.

To sum up, my opinions are as follows:—

(1) Industry is gravitating to London.

(2) The reasons being:—

(*a*) New forms of motive power are now being used which can be obtained comparatively cheaply and easily in and near London.

(*b*) Excellent transport facilities there.

(*c*) The existence of trading estates.

(3) The gravitation can be divided into three groups:—

(*a*) Entirely new undertakings.

(*b*) Undertakings employing 85 per cent. or more transferred labour.

(*c*) Undertakings not employing 85 per cent. transferred labour.

(4) Only the third type of gravitation should be restricted.

(5) A Licensing Authority should be established to effect the desired restriction, and to levy a tax upon those companies moving and not employing 85 per cent. transferred labour.

The following statistics have been obtained from the Statistical Abstract of the United Kingdom, and the statistics of the London County Council.

Amount of money passing through the Metropolitan and country clearing banks:—

Metropolitan Clearing Bank in £10,000,000's.

	1925	1926	1927	1928	1929	1930	1931	1932	1933
a	168	166	176	185	188	181	167	161	166

Country Clearing Bank in £10,000,000's.

b	296	281	297	304	308	296	275	267	277

Newcastle C/Bank in £1,000,000's.

	81.5	65.6	78	75.8	77.4	71.4	64.5	65.9	72.9

Sheffield C/Bank in £1,000,000's.

	53.7	49.8	56	49.8	51.4	44.7	37.8	36.6	39.2
$\frac{a \times 100}{b}$	57%	59%	59%	61%	61%	61%	61%	60%	60%

Electricity sold in London and Home Counties area and in Great Britain. (Units in 1000's.)

		1925	1926	1927	1928	1929	1930	1931	1932	1933
London and Home Counties	*a*	1002	1154	1341	1584	1861	2192	2471	2738	3118
Great Britain	*b*	5098	5606	5868	7003	7800	8666	9073	9501	—
	a	5.098	4.857	4.376	4.419	4.193	3.953	3.672	3.470	—

Number of persons on Unemployment Exchange Registers of Great Britain and London County Council. (Numbers given in 10,000's.)

		1926	1927	1928	1929	1930	1931	1932	1933	1934
L.C.C.	*a*	8	8.2	6.9	8.2	11	17.6	20.3	21	15
Great Britain	*b*	114	126	115	135	154	262	266	285	230
$\frac{a \times 100}{b}$		7%	6.5%	4.3%	6%	7.1%	6.7%	7.63%	7.95%	6.5%

The rateable value of the L.C.C. area, excluding City of London, and of Great Britain (in £1,000,000's.)

		1927	1928	1929	1930	1931	1932	1933	1934
L.C.C.	*a*	48	49	50	54	55	55	55	56
Great Britain	*b*	256	259	268	260	257	265	—	—
$\frac{a \times 100}{b}$		18.8%	18.9%	18%	20.8%	21%	20.8%	—	—

THE SANITARY ENGINEER

THE WORK OF THE SANITARY ENGINEER. By Arthur J. Martin. (*Macdonald and Evans*, 16s. net.)

The English genius, it has been said, consists in an infinite capacity for making drains. Mr. Martin, in the book under review, certainly shows that there is some truth in this suggestion or, at least, that the people who are to-day responsible for our multifarious public health services are confronted with a great variety of highly technical problems which they solve with a scientific skill approaching genius.

The great Telford, we are reminded, never passed an examination. But the modern Local Government Officer must pass them, and the publication of this book will no doubt make it easier for a number of them to do so. This is not, however, merely another text-book on sanitary engineering. It is invaluable to any student of the subject but is designed for and deserves a wider public, for not only is the reader supplied with technical discussions, but is given a survey of sanitary administration which places the work of the sanitary engineer in its true perspective. Indeed, Part I of the book which deals with Sanitary Administration, is a most valuable supplement to the more technical sections, as it contains a discussion not only of local government organisation and training for the engineering profession, but also gives an outline of the history of public health administration in this country. This is a topic deserving of a much more adequate treatment than it is given by Mr. Martin, but if regarded as an index, this historical section can be very helpful.

Other sections of the book deal with Water Supply, Drainage and Sewerage, Sewage Disposal, the Collection and Disposal of Refuse, the Prevention of Floods, etc. These technical sections are adequately illustrated by some eighty well-produced diagrams and are supplemented by over forty helpful tables. It should be added that each of these sections has a bibliography which should prove helpful to the student who has to study the subject in greater detail, while the brief notes on the law relating to the various services discussed provide a helpful introduction rather than a complete guide.

Many will no doubt share the view that Mr. Martin has tended to exaggerate when he says that "The poorest worker of to-day is far better off than the wealthiest noble in the days of the Plantagenets or Tudors." At least we may suggest that he has no adequate standard of measurement upon which to base such a conclusion. Few will leave this book, however, without having been forcibly reminded of the great contribution that the public health services have made to the raising of the general standard of living in this country during the last century. To this extent, then, the book is a tribute to the pioneers in the sphere of public health administration as well as a handbook for those who are training to become the sanitary engineers of the future.—J.M.

BENGAL VISITOR'S LOCAL GOVERNMENT STUDY

The Ministry of Health have been asked by the High Commissioner for India to grant facilities to Mr. M. K. Sen, a Sub-Divisional Magistrate in the Bengal Civil Service, in order that he may familiarise himself with the system of local government in this country. He has been granted leave partly for this purpose. The Ministry, being of opinion that it is advisable that Mr. Sen should become acquainted with a county council, a county borough council, a municipal borough council, an urban district council and a rural district council, have selected as suitable and convenient areas for Mr. Sen to visit, the county of Berkshire, the county borough of Reading, the municipal borough of Guildford, the urban district of Surbiton and the rural district of Guildford.

LOCAL GOVERNMENT IN NORTHERN EUROPE

400 MEMBERS ON CENTENARY CRUISE

By WILLIAM J. WILLIAMS (West Suffolk Branch)

WHETHER judged from the ordinary tourists' standpoint, or from the more valuable angle of public officials seeking knowledge and experience of local government systems in the ancient capitals of Northern Europe, the 3,500 miles Centenary Cruise sponsored by N.A.L.G.O. was an unqualified success. It afforded delight in full measure by the widely varied changes of scenery in divergent countries, with ample facilities ashore and afloat to fill the purely leisure hours, and a unique opportunity was forthcoming in the more serious moments for a rapid study to be made of the various administrations. It was an unrivalled chance to combine pleasure with invaluable educational activity, and much was learned by the tourists that will be of help in their future service. The relatively high standard in municipal government observed was a revelation to many of the party.

The *Doric*, the 16,500-ton Cunard-White Star liner, with the ship's band playing, steamed out of the Thames on August 3, with 800 passengers aboard, 400 of whom made up the N.A.L.G.O. party.

Oslo

Over the seas we sailed, up the fjord to the capital of the land of the midnight sun. Oslo at once presented a clean and prosperous air, and one noted the healthy signs of extensive building operations. There were smiling faces everywhere, the inhabitants looked well dressed, and not a beggar was to be seen. Art, drama, and music are an integral part of the Norwegian's life, and at the National theatres, where Grieg, Ibsen, and Bjornson gave their services, enthusiastic crowds are attracted. Oslo is rich in museums where every link in Norway's long history is carefully preserved, including her greatest memorial—the Viking ships.

Copenhagen

Copenhagen is a gay clean city. Practically half the population of 800,000 people favour the cycle as a mode of transport, and cycle parks, complete with stands, are provided on the same lines as car parks in England. Incidentally, the theft of a bicycle is regarded as a grave offence.

The comprehensive public services reach a creditable point in the "Meat City." Occupying a central position, with the railway on the premises, this is a vast depot for the reception and issue of Copenhagen's meat supply and foodstuffs. A model of hygiene, and admirably planned, the "Meat City" consists of an auction mart, and abattoir, storage, and cooling chambers, and factories for the utilisation of by-products such as tinned paste and sausages, and also for fruit canning. All foodstuffs are certified fit for human consumption, and within the area are shops wherein all the requirements of the housewife are met. In the abattoir one noticed that the beasts were led blindfolded for despatch by the humane-killer.

Copenhagen's aged poor are treated with the utmost consideration. In the institutions, married couples are allotted bed-sitting rooms, complete with radio apparatus, and are allowed to have any personal effects from their old homes that they wish. They are not called upon to wear any distinctive dress, and those who are equal to the task are given a strip of garden to cultivate.

The Housing Committee has sponsored the erection of some 45,000 flats since the war corresponding to 20 per cent. of the total number of flats in the City. This has practically relieved the acute shortage. In some of the tenement blocks, concern has been shown to minimise the work of mothers by the provision of communal laundry services and kindergartens where children may be left during the working hours of their parents. Many of the poorer class flats contain no bathrooms, a necessity which is met by the excellent public baths, where, in addition to Turkish and Russian baths, a sponge down by the bath attendant may be had for a trivial sum.

The Public libraries make a strong point of catering for the children, providing special rooms for their use, and since English is taught in the Elementary Schools, it was not surprising to learn of the popularity of English authors.

The famous Tuborg Breweries, the originators of pasteurised bottled lager, whose annual output is 130 million bottles, pays a unique compliment to its workers for meritorious service by having their portraits taken and hung in a special gallery.

The city's profusion of parks and gardens, rich in sculpture and statuary, stamp the Danes as being first class horticultural artists. The Tivoli gardens are a joy to behold, and when darkness falls, no current is spared to achieve artistic effects by flood-lighting. Here one was forcibly struck with the display of cleanliness. The beautiful white Tivoli seats are almost "surgically" clean.

Copenhagen lives up to the reputation of being the gayest city of the North. Cabarets with a "kick" in them flourish until the small hours of the morning, and revellers are untroubled by irksome licensing restrictions.

Stockholm

The Swedes are an aristocratic, lovable race. Their capital, with its network of romantic waterways, is a city of immense charm.

Stockholm bears the strong imprint of a passion for efficient local government. A slum cannot be found. Long ago the city declared war on slums and dirt and it won with flying colours. The majority of the work people are housed in blocks of tenements, centrally heated, electrically lighted and equipped with all modern conveniences, and each workman has a telephone at his elbow. One out of every three persons in Stockholm is connected by telephone. Crêches are provided where children may be left in the hands of experienced nurses and teachers, while their parents pursue their work. The Housing Committee makes loans and grants to the prospective house purchaser, supplying materials at cost prices and placing at his disposal architects and technicians to give the fullest advice and assistance.

In the elementary schools, it was a revelation to find superbly equipped gymnasia, domestic science, and handicraft rooms, assembly halls fitted up for cinema performances, rooms for instruction in instrumental music, with bathing pools and extensive sports grounds attached. The scholars are taught English, French, and German, and it is a tribute to the education system that policemen, taxi, and tram drivers speak these languages fluently.

Stockholm's general hospitals, sanatoria, and poor law institutions are richly equipped and suggest that no aspect of public health is handicapped through lack of funds. At the Beckomberga mental hospital, a vast occupational therapy is carried on in work rooms specially constructed for the purpose.

A novel social provision is "The Flower Fund." Instead of spending money on flowers at funerals people contribute money to the fund for the erection of dwellings for elderly ladies, to whom they are let at low rents.

The City recognises the inestimable value of sport by maintaining ten extensive athletic grounds, and two large bathing pools, where as many as 15,000 swimmers take the daily plunge.

Another interesting municipal activity is the management of a delightful camping ground near the city, where many city dwellers are enabled to spend the summer under canvas at little expense.

Sweden has adopted a compulsory retiring age of 60 for all workmen; the railways and many of the banks are controlled by the State, and there are no hereditary seats in the Upper House. No pronounced poverty was apparent in the Capital, and it was learned that little or no unemployment exists.

Some 800 guests, including many notable personages, attended a brilliant reception by the City of Stockholm in the Golden Chamber of the Town Hall, on August 9. The Vice-chairman of the City Council acted as host, and in his address of welcome said that to function well a modern city must have efficient officers. Stockholm was proud of its municipal officials, and he was glad to have the opportunity of saying so in the presence of so many. He congratulated N.A.L.G.O. on its valuable educational work in connection with the training of officers, and remarked that the visit of his guests had brought about an invaluable exchange of opinions and experience. The loyal toasts of England and Sweden were honoured, and replying to that of the visitors, Mr. Coster expressed the Association's grateful appreciation of the extraordinarily cordial welcome and hospitality, and for the opportunity of seeing their far reaching municipal activities.

A Model City

Helsingfors, the most northern Capital in the World, is a model of city planning, and the acme of cleanliness. Sweeping boulevardes, spacious streets, a wealth of squares and gardens—profusely adorned with pleasing fountains and statuary, majestic granite buildings, and towering blocks of flats are woven into a flawless design. In this spotless city, it is unpardonable to mention slums or dirt.

The municipal schools, hospitals, recreation places and parks, abattoirs, and public buildings, all testified to the high standard of Finnish culture. Illiteracy has long been wiped out.

The schools are splendidly equipped for the development of mind and body, and sports fields have been provided on an astoundingly lavish scale. At 29 Kindergartens of the Froebel type, some 3,500 toddlers from the ages of 2-7 receive expert attention during the working hours of the parents. Elementary education commences at 6 or 7 years of age, and scholarships, available at the secondary schools and universities, are based on scholastic record and not on any one single examination. A novel institution in the schools is the "two-way system," under which one group of scholars are taught in the morning session from 8 a.m. until 1 p.m., and the second group of children from 2 until 7 p.m. Each group has separate teachers. In this way, an economy in school building is effected.

The hospitals and sanatoria justly deserve commendation, particularly the newly erected Public Hospital for Women. The Public Health Committee sent delegates to many foreign countries to collect ideas, and data to be incorporated in this ultra modern hospital, the flat roofs of which are used by patients convalescing.

Two outstanding examples of Finnish architecture are the State Railway Station, and the new Parliament Building. So imposing did the former look that none guessed its function. In the stately seat of government, an electrical voting system is used. Members press electric buttons in front of them, the result being recorded on a chart in full view of the House. If the buttons are not touched the member is recorded as being absent.

(*Continued on page 280*)

INSURE AGAINST ILL HEALTH

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LOCAL GOVERNMENT IN NORTHERN EUROPE

(*Continued from page 279*)

The city maintains a Municipal Orchestra, and it is interesting to recall that Sibelius, the eminent Finnish composer, was granted a life pension by the Government, at the age of 32, to enable him to devote himself entirely to composition.

The church also prospers. An English clergyman, who had taken up residence, declared that it was not uncommon for the morning collection at his small church to total £25.

The Finns have always occupied a leading place in the field of public administration. They first enfranchised the fair sex, and they have tried and rejected prohibition. At the present time, they are waging an anti-noise war. No car driver is permitted to give a warning of his approach, either during the day or night, unless under extenuating circumstances. That drivers and pedestrians (cyclists use special tracks) now exercise greater caution is reflected in the statistics revealing a decrease in the number of road accidents.

A survey of the far reaching activities of the municipality concluded with a visit to the Town Hall, where the Chairman of the Council delivered an address of welcome. Dr. Wotherspoon, in acknowledging the City's warm welcome and hospitality, said that the exchange of international visits cemented the bonds of friendship, and were invaluable contributions to the sacred cause of world peace.

Leningrad

The *Doric* was the largest ship to berth at Leningrad since the Revolution, and while a band played a merry welcome from the quayside, our passports were undergoing a rigorous examination.

Although before landing, there was a general feeling that our tour of the former capital would be of the severely "conducted" type, we quickly discovered that our guides—University graduates—were brimming with eagerness to explain the existing conditions and to give expression to their hopes for the future.

While our buses, decked with Union Jacks, carried us from the quayside to the city, we became rather painfully aware of the poor condition of the cobbled roads. Eagerly we scanned the faces of the Russians as we passed, and decided that the absence of smiles was a racial characteristic. We saw no fashionably dressed people, but none were in rags, and no one looked ill-fed.

At the City Council headquarters, a patient official answered a battery of questions. He said that Leningrad, like the rest of the Soviet Union, was under complete governmental control. They did not issue rate demands or income tax forms; they had no rich, no poor, and no unemployed, and no one owned a motor-car. Labourers, skilled engineers, doctors, teachers, and peasants were all classed "workers" and paid according to "nerve strain." Russian women have equal status with men in all respects, and share in all forms of labour, including scavenging the streets, and stoking trains. The workers toil for six or seven hours a day for five days, the sixth day being recognised as a "rest" day. Sick workers are well cared for by the health clinics and the night sanatoria. Every sick person has the right to call a doctor free of charge. The official added that several thousands of peasants had left the fields for the cities, and that the private farmer was fast disappearing, and collective farms were being developed as rapidly as possible.

The marriage department in the Town Hall provided a unique experience. A young couple entered with the request to be wed. Happening to have been divorced, the bridegroom produced evidence that he was free to marry, and each of them handed in the required certificate of health. Both signed on the dotted line, and the fees of three roubles having been paid, the bald formality of marriage was over in as many minutes. Divorce is just as simple, and the fees are the same.

Leningrad's Stock Exchange is defunct and the building is used for research work in connection with the Soviet power resources. Money in Russia is regarded as a token only.

The mighty St. Isaac's Cathedral contains an anti-religious museum in which the exhibits chiefly consist of posters and photographs illustrating the achievements of science, and others exposing the alleged ritual and corruption of the former Russian Church. While no religious instruction is given in the schools, it was emphasised that parents are not prevented from teaching their children the Christian faith.

Before the revolution, said our guide, 95 per cent. of the Russians received no education, and the Soviet is now conducting an intensive campaign to raise the educational and cultural level, the radio proving an invaluable ally. In Leningrad, there are 287 schools of various kinds, and a number of further educational establishments are in course of erection. Education is compulsory for all between the ages of 8 and 18 years, and the path to the university is easy for the meritorious. Every opportunity is given to the workers to indulge in cultural pursuits at the House of Culture, where there are reading, writing, lecture, and recreation rooms, gymnasia, cinemas, and theatres, admission being free. Tickets for plays and operas are distributed through the trade unions

The theatre in the House of Culture visited was as big as the largest London Theatre. Leningrad possesses 50 large Workers' Clubs and 12 giant Houses of Culture.

A novel experiment are the Parks of Rest and Culture. The one seen occupied an area of some 1,500 acres. Here thousands of men, women and children were obviously enjoying themselves to the full, either at the open air theatres, at the circus, boating on the lakes and streams, sunbathing on artificial beaches, or peacefully reclining in neat rows of hammocks. The park also contained a sports section, and an extensive acreage of attractively laid out gardens. On rest days, the workers are conveyed free to these places of rest and amusement.

The housing accommodation is provided in huge blocks of flats, each containing three or four rooms, a kitchen and bathroom, equipped with central heating, electric light, telephone and radio. Public crèches are close at hand. Other tenement blocks are built around pleasing courtyards, and constructed with the object of relieving household drudgery, they are served by a communal kitchen and dining room, a mechanised laundry, with a general bath house attached. Rentals are assessed on the wages earned by the tenants, and vary from 6 per cent. to a maximum of 10 per cent. of the total income.

Leningrad's hospitals were favourably commented upon by many of our medical experts, who were loud in their praise of the good work being carried on in respect of maternity and child welfare.

All buildings of historical interest are being well preserved, and the workers are allowed to visit the grounds of the Czar's Summer Palace at Peterhof, where the resplendent buildings, including a brilliant array of gilded fountains, are in a good state of preservation.

Riga

Latvia's capital is a city of old world charm, and many favoured the droshky for the leisurely trot in its avenue and parks. Riga's pride are the State Opera House and the National Theatre, which magnificent buildings provide ample evidence of the Letts love of opera and drama.

Conditions in Riga appeared peaceful enough, and one was a little amused to discover the policemen smoking enthusiastically whilst on duty.

(*Continued on next page, col. 2*)

BRIDGE FORUM

BRIDGE LITERATURE

By NEVILLE HOBSON

AS we are now on the threshold of another card season, a few reflections on Bridge literature will not be out of place, and I welcome the opportunity of introducing an excellent magazine to those readers who are desirous of improving their game.

"Bridge Magazine"

This is edited by Mr. A. E. Manning-Foster, who has compiled some of the best textbooks on Auction and Contract Bridge, and it is a mine of information on all kinds of interesting matters concerning this classic game.

It is a most valuable book of reference and contains articles by authors of distinction; it is attractively turned out and caters for all kinds of readers from the novice to the expert. Whilst Contract is the game to which most attention is given, Auction and Plafond players are also provided for, and the numerous drawings and photographs add greatly to its attractiveness.

The magazine is published on the first of each month at an annual subscription of 12s. post paid—the editorial office being 22, Charing Cross Road, London, W.C.2, though members of the British Bridge League are afforded a reduced rate of 10s.

Enthusiasts will find it a good investment, as the editor has gathered around him experts who are extraordinarily apt in imparting information in a most helpful and chatty way. The quotations from other journals and papers which are collected each month are also of considerable value and interest to the general player, and, even if each individual player should not purchase a copy, small groups of friends might well share one between them.

Systems

I propose to summarise the main Contract systems now in vogue at an early date, but it may be helpful to commend a helpful summary which is published by Joiner & Steele at the attractive price of 2s. 6d. This little work is entitled "Concise Contract," and is ably written by someone terming himself (or herself) "Echo." This epitomises all the main conventions in less than a hundred pages, which also include notes on the new laws and some hints on play.

Textbooks

It is always difficult to advise as to the best books to read, though the most authoritative are those by such well-known writers as Mr. A. E. Manning-Foster, or Mr. Ely Culbertson, both of whom have published summaries of their larger works.

Mr. Frank England published an excellent book on the Essence of Contract Bidding a few years ago, and there are numerous small books which outline the main principles and form an adequate introduction to Contract.

Among these may be mentioned "Contract Bridge in Twenty Minutes," by Harold Thorne (1s.); "Contract Bridge Simply Told," by H. J. Wheldon (1s.), and Mr. Manning-Foster himself has published two "Baby" books on both Auction and Contract (1s. each).

OBITUARY

We very much regret to record the death, on September 19, of Councillor E. J. Burrow, at the age of 65, after a few days' illness. Councillor Burrow will long be remembered as the genial and untiring editor of "Beano, 1935," and the work which he put into this magazine so that the Benevolent and Orphan Fund might profit, the kindness and unfailing courtesy which he extended to those of us whose pleasure it was to meet him at Cheltenham created a feeling of friendship for him which will long be remembered. To his widow we extend our deepest sympathy in her great sorrow.

LOCAL GOVERNMENT IN NORTHERN EUROPE

(*Continued from page 280*)

Dantzig-Zoppot

Since her severance from Germany under the Treaty of Versailles, the Free State of Dantzig and Zoppot has figured prominently in the Press. Dantzig is an exquisite rose of medievial charm. A solemn hush hangs over her once prosperous port, and one heard whispers of the damaging effects to her shipping through the development of the Polish port at Gdnynia. It is significant to find in the huge Pestallozi elementary school many life sized portraits of Herr Hitler and Capt. Goering, adorned with Swastikas. This admirably adapted building evoked glowing tribute from the visiting educational experts. Its many striking features include an extensive gymnasium, a large bathing place containing a shower bath system, a clinic for medical inspection and dental treatment, and a spacious sports field and gardens. All children in the Free City, whether rich or poor, are compelled to commence their education here.

At Zoppot, the exclusive Baltic seaside resort, and the Monte Carlo of the north, lovers of operas were entranced with the forest open air theatre where the annual Wagner festivals are staged.

Forming a natural amphitheatre in a forest of 80 feet beech and pine trees, the auditorium seats 8,000 persons, and the giant curtain operated on steel runners, is constructed with leaves. For the performances of Rienzi and Meistersinger of Nurnberg, concluded a week before, there were 150 instrumentalists, 550 choristers, with leading soloists from Berlin, Dresden, and Vienna. The operas last from 8 p.m. until 1 a.m.

Hamburg

Hamburg is Germany's depressed area so far as unemployment is concerned, and the harbour trade has diminished by 50 per cent. The city's loss of shipping accelerated the development of her air-port, and a regular Zeppelin service is being maintained to South America.

Rates and taxes are based on income, and one learned that Nazism, Germany's alternative to Communism, had resulted in an economic levelling-up, so that everyone was now comparatively poor.

Of special interest was the park built by the unemployed. This was on similar lines to the parks of Rest and Culture seen in Russia, but in miniature and not so varied.

In the Hamburg schools, it was plain to see that strong political influence had permeated the educational activities. Girls are not encouraged to proceed to the university, and are trained in the belief that the Fatherland expects them to marry and bear four children.

While Hamburg's municipal activities bore the expression of German thoroughness, one could not escape the impression that this old city was rather like a bankrupt peer, desperately struggling to keep up appearances. In the harbour was the *Resolute*, a vessel of some 16,000 tons, which had been sold to Italy as a troopship.

Journey's End

The *Doric* safely returned to Tilbury on Wednesday, August 21. When he disembarked, Mr. Coster, the President of the Association, declared, "Our pilgrimage, conceived as a means of celebrating the Centenary of English Local Government, bred an opportunity of conferring with Local Government representatives in the Northern capitals. Big anticipations have been completely realised. Everywhere the welcome extended was remarkable, and there was unfailing readiness to show us everything possible in the time at our disposal. The hospitality, and the kindly feeling displayed constituted a happy response to our conveyance of good wishes, and desire for information. It was very obvious that N.A.L.G.O. is something deservedly big in the estimation of the peoples we visited. The banquet in the Golden Chamber of the Stockholm Town Hall was probably the finest assembly any of the 400 members of N.A.L.G.O. privileged to be present will ever attend. The good ship *Doric* was a home from home. Food and accommodation were excellent, and the entertainments and activities made the time afloat pass all too quickly. The venture was gloriously successful, and although many of us are tired out with sheer pleasure and sightseeing, we are keenly looking forward to the next N.A.L.G.O. cruise of a similar nature."

FURTHUR EDUCATION MOVEMENT

Presiding at a recent meeting in King George V Hall of the General Post Office to institute the winter session for the further education of Post Office servants, MAJOR G. C. Tryon, the Postmaster-General, commended the further education movement not only for the benefit it brought to the individual, but also for the fact that it enabled the various sections of the service to learn more about each other. The more every section of workers in this country came to know the work being done by other sections, the more they would appreciate each other, and the better they would do their work.

UNIVERSITIES AND BUSINESS

University education for business should aim at giving the student the following—a knowledge of the facts and principles relating to the nature and functions of business and our economic institutions; the capacity for disciplined thinking, for logical analysis and reasoning with respect to the problem of business and of modern society; facility in oral and written expression; an acquaintance with the operating tools of management, as general and cost accounting; and personal effectiveness involving the development of traits and aptitudes for co-operative team work. The reception of the student in industry had received little concerted thought, and, apart from a few firms, there was no plan for his training and no explicit scheme of promotion. The result in Britain was that the Civil Services got more than their fair share of the brains, a share justified neither by the prospects offered nor by the social importance of the job. The universities in this country had become too exclusively recruiting and training grounds for the professions, and by a system of offering financial inducements to about 50 per cent. of their students they drew the more intelligent men into the already overcrowded professions and away from the socially important task of industrial management.—DR. J. A. BOWIE, Principal of the Dundee School of Economics, addressing a meeting of the Economic Science and Statistics Section of the British Association.

The Corporation of Certified Secretaries announce that the "Sir Cuthbert Grundy" Medal has been awarded to Mr. Louis Smith of Thornton Heath, Surrey, and the "Kennedy Medal" to Mr. Robert W. Jenkins, of Hove, Sussex, the candidates who obtained the highest marks in the Final and Intermediate examination respectively, held on May 17-18, 1935.

For the Best Appointments in the Local Government Administration see the Official Pages of "THE MUNICIPAL JOURNAL"

INCOME TAX—CHANGE OF OFFICE OR EMPLOYMENT

By THE LEGAL SECRETARY

SECTION 26 of the Finance Act, 1935, is of considerable importance to officers who have just succeeded or are in the line of succession to the office of Town Clerk or other statutory offices. Before dealing with the amending provisions of the section it is proposed to deal briefly in the following example with the inequality as regards assessment to income tax which arose frequently in cases where for instance a Deputy Clerk was appointed to the post of Town Clerk under the same or some other local authority with an increase in salary.

On the 1st April, 1933, a Deputy Town Clerk with a salary of £600 per annum obtained an appointment as Town Clerk at £900 per annum. He made his usual income tax return for the assessment year 1933-34 on the basis of income earned during the year ended March 31, 1933. Later he would receive a notice of assessment for the income tax year 1933-34 from the Inspector of Taxes based on his actual remuneration for the year of assessment, viz. £900 instead of an assessment based on his remuneration for the year preceding assessment, viz. £600. As the law stood prior to the Finance Act, 1935, this was the correct method of assessment.

Rule 1 of Schedule E of the Income Tax Act, 1918, provided that tax under that Schedule should be annually charged on every person having or exercising an office or employment of profit mentioned in the Schedule in respect of all salaries, fees, wages, perquisites or profits whatsoever therefrom for the year of assessment. Rule 6 provided that the tax should be paid in respect of all the public offices and employments of profit within the United Kingdom or by the officer thereinafter respectively described which included "(j) offices or employments of profit under any public corporation or local authority."

The Finance Act, 1927, altered the basis of assessment for Schedule E purposes. Section 45 (1) of that Act substituted different words for the words "for the year of assessment" contained in Rule 1. That Rule as amended read as follows "Tax under this Schedule shall be annually charged on every person having or exercising an office or employment of profit mentioned in this Schedule, . . . in respect of all salaries, fees, wages, perquisites or profits whatsoever therefrom and shall be computed on the amount of all such salaries, fees, wages, perquisites or profits whatsoever therefrom for the year preceding the year of assessment." Sub-section 4 (i) of Section 45 further provided that in the case of income tax chargeable under Schedule E in respect of any office or employment held by any person, "income tax shall be computed, as respects the year of assessment in which the person first holds the office or employment, . . . on the amount of his emoluments for that year." Interpretation of this last provision gave rise to some curious results. In a case arising in a district in the North of England which was brought to the notice of the Association the Inspector of Taxes, whose decision was confirmed by the General Commissioners on appeal, held that a Deputy Town Clerk who was promoted to the post of Town Clerk had obtained a new office, although the same Inspector treated the promotion of a Deputy Borough Treasurer to the post of Borough Treasurer as a continuation in office and not as an appointment to a new office. In the case of another Deputy Town Clerk which arose in the South of England the Inspector of Taxes also took the view that there was an appointment to a new office but on appeal to the General Commissioners his decision was reversed. Thereupon he asked the Commissioners to state a case to the High Court under Section 149 of the Income Tax Act, 1918. Before the Commissioners it was argued on behalf of the Deputy Town Clerk that there had been no accession to a new office within the meaning of section 45 (4), and that as the officer had been in the local government service for many years the promotion was in effect a continuation in office. The Association took Counsel's Opinion on the question, but the opinion obtained supported the contention of the Inspector of Taxes, and the case was carried no further. Counsel advised that under Rule 1 of Schedule E as amended by section 45 (1) of the Finance Act, 1927, the basis of assessment is the income for the year preceding assessment. The tax was charged in respect of the office and on the basis of salary for the preceding year. Rule 6 of the Schedule enumerated the offices and employments to which Schedule E applied. Counsel considered that the question whether in any particular case a person was holding the office or employment for the first time in the year of assessment was one of fact in each case, though possibly in some cases of mixed law and fact. He further went on to say, "Rule 6 of Schedule E in my opinion throws no light on the question whether the person in question is first holding the office or employment in a particular year. The charge is in respect of the public office or employment and it may well be, especially in the case of employment, that in some cases it becomes a question of degree as to whether the employment which a person holds is the same as that which he previously had, for example, cases in which a person engaged in the employment either of a company covered by Rule 6(h) or public corporations or local authorities covered by Rule 6(j) receives promotion or an increase in pay." He considered, however, that the appointment of a Deputy Town Clerk to that of Town Clerk was definitely an appointment to a public office to which many duties were assigned by statute and consequently section 45(4) of the Act of 1927 applied.

Section 26 of the Finance Act, 1935, provides a much needed remedy in cases of this kind, and has clarified the position when a change of office takes place. The full text of the section is as follows:—

"(1) Where a person, on entering upon any office (in this section referred to as a 'new office') ceases to hold any other office (in this section referred to as an 'old office') and—

"(*a*) but for the provisions of this section the tax payable by him on the emoluments of the said offices would have been computed by reference to the provisions of sub-sections (4) and (5) of section forty-five of the Finance Act, 1927; and

"(*b*) his average monthly net emoluments arising from the new offices for the first twelve months of his tenure thereof, or for such shorter period as his tenure thereof endures, do not exceed by more than twenty per cent. his average monthly net emoluments arising from the old office for the last twelve months of his tenure thereof, or for such shorter period as his tenure thereof endured; and

"(*c*) the nature of the duties of the old and the new offices respectively was and is such as to require the holder thereof to devote substantially the whole of his time to the performance of those duties;

that person shall, on giving notice as hereinafter provided, be entitled to require that all his emoluments arising from the new office as well as from the old office shall be assessed as if they had arisen from one and the same office, and thereupon any assessment already made shall be adjusted accordingly and any tax overpaid shall be repaid.

"(2) A person giving notice under this section shall give it in writing to the surveyor not later than the expiration of the eighteen months next after the end of the year of assessment within which he entered upon the new office.

"(3) In this section:—

"(*a*) the expression 'emoluments' has the same meaning as in section forty-five of the Finance Act, 1927;

"(*b*) the expression 'net emoluments' in relation to an office for any period means the emoluments of the office for that period after the deduction of any amount paid or borne for that period by the holder of the office which would be allowable under the provisions of the Income Tax Acts for the purpose of computing an assessment to Income Tax under Schedule E;

"(*c*) the expression 'Office' means an office or an employment the emoluments of which are chargeable wholly under Schedule E.

"(4) This section shall apply to any person who entered upon a new office in the year 1933-34 or the year 1934-35 as it applies to persons entering upon a new office in any subsequent year;

"Provided that no assessment for any year before the year 1934-35 shall be adjusted under this section."

It will be noticed that the section is limited to cases in which the average monthly net emoluments arising from the new office do not exceed by more than 20 per cent. the emoluments from the old office. The result in short is that an officer who on April 1, 1934 is promoted to a new office at increased salary can claim to be assessed to Income Tax under Schedule E for the tax year 1934-35 on the basis of his salary for the year ended March 31, 1934. The section is to a limited extent made retrospective in application, but no assessment for any year prior to the year 1934-35 can be adjusted, and, consequently, no reclaim can be made in respect of any prior years.

FOR THE GRAMOPHONE

Thrilling Recording of "Ten Minute Alibi"

Miliza Korjus, the Scandinavian soprano, has made a fine recording for "His Master's Voice" of "The Shadow Song" (Schattentanz) and the well-known "Doll's Song" from the "Tales of Hoffman" (H.M.V. C2770). On account of its interest to lovers of good music, "His Master's Voice" have given this record the title of the "Record of the Month." An impression of the play "Ten Minute Alibi," which had a long and successful run in London, has been recorded on H.M.V. C2771. Stokowski and the Philadelphia Orchestra playing "Scheherazade" (Rimsky-Korsakov) has now been recorded in its entirety (H.M.V. DB2522-7). John McCormack, the famous Irish-born tenor, contributes to the "His Master's Voice" Catalogue with two songs entitled "Baby Aroon" and "When the Children Say their Prayers" (H.M.V. DA1425). James Phelan, the boy chorister who was the soloist at the Jubilee Service in Hyde Park, and who had the honour of singing before H.M. the Queen at the Old English Fair held in the precincts of Westminster Abbey, has just recorded for "His Master's Voice," "Ave Maria" (Schubert) (H.M.V. C2766). All the "hits" from the films *Roberta* and *Sweet Adeline* have been recorded by the New Mayfair Orchestra (H.M.V. C2772). For dance music enthusiasts, Jack Hylton and his orchestra have made several records.

RETRENCHMENT IN THE FRENCH PUBLIC SERVICE

In pursuance of the Act of June 8, 1935, authorising it to take any measures necessary to balance the national budget, the French Government has published a series of legislative decrees providing on the one hand for a uniform reduction of 10 per cent. on all public expenditure, and on the other for measures intended to increase fiscal revenue and lower the cost of living. The main provisions affecting officials and pensioners are summarised below.

The second local or housing allowance is abolished in the case of married couples both of whom are officials. The compensatory allowance to officials serving in Alsace and Lorraine is reduced. The granting by public bodies (departments and local authorities, public establishments, subsidised undertakings and those carrying on public services under concession) to their staff of family bonuses or housing allowances more favourable than those granted to Government servants is prohibited.

The concurrent payment of a superannuation pension and a pension acquired by reversion is prohibited; only the higher of the two pensions may be paid in such cases.

The minimum length of service required for promotion into another grade or salary class is increased by one year, the period to be spent in every grade or class being fixed at not less than two years.

Family allowances are not to be paid concurrently with children's supplements, to pensions awarded under the Act of March 31, 1919.

Pensions granted to pensioners still in active employment are reduced.

A deduction is made from all forms of emolument received by all persons employed in virtue of whatever title in the management or administration of public services run by the State, departmental or local authorities, public establishments; and concessionary or subsidised undertakings, calculated as follows: persons whose total annual remuneration is less than 8,000 francs a year, 3 per cent.; persons whose total annual remuneration is between 8,000 and 10,000 francs a year, 5 per cent.; persons whose total annual remuneration is 10,000 francs or over, 10 per cent.

Measures to decrease Cost of Living

Other decrees prescribe a reduction of 10 per cent. in rents and reductions in the price of bread, gas, electricity and coal.

A third series of decrees embodies fiscal measures, providing in particular for an extraordinary tax on all incomes of over 80,000 francs. All these decrees are subject to ratification by the Chamber.

Immediately on the publication of the decrees, the organisations affiliated to the Public Servants' Cartel and the General Confederation of Labour announced their determination to resist the deflationary policy adopted by the Government, which they regarded as calculated to aggravate the depression by restricting consumption, augmenting unemployment, increasing the instability of the currency and diminishing international trade.

BUT "LOCAL GOVERNMENT"!

A young man who left Oxford two years ago writes: "Last summer one hundred and forty-six undergraduates sat for examination in philosophy, politics, and economics. The course takes three years, but you are allowed to spend more time on one subject than on the other two; I specialised in politics. One of the examination papers is called "Political Institutions," and you are advised to answer at least one question on local government. When I took the examination I had never attended a meeting of any local governing body and I did not even know where the county hall was. Nor were the men I knew better informed. Some of us had made the pilgrimage to Geneva—I know fifth-form boys who have been advised by their schoolmasters to go to Geneva—and some even to Moscow. But "local government"!—*The Countryman.*

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READERS' NOTES

By JONAS PRAPS

HAVING, like a good Nalgoite, sampled the two holiday centres and enjoyed both, I feel more like writing about the "beauties" of England—the glories of Devon and the grandeur of the Yorkshire moors than of the more serious literature recently issued from the press. It is, of course, the quiet season in the publishing world but the summer months have not been barren of good books.

"Older People," by Hector Bolitho (Cobden-Sanderson, 10s. 6d.) is a delightfully discursive volume of "reminiscences," though the author disavows the propriety of applying that term to his work. A New Zealander, he visits England and the Continent and relates his friendships and associations with many well-known and lesser-known people. He has a style which is not hackneyed and a gift of description mingled with a sound philosophy of life evidently agreeing with his London landlady that the war-threatened world needed a "bit more of Jesus Christ and less of this Lloyd George." He met a man in St. James's Park who had been mayor of a town in New Zealand but was down and out, "it was strange that he should have chosen the pomp of being mayor . . . he was a scholar and more at home with his books and his pen than among bye-laws and foundation stones." The book is something between light holiday reading and the serious literature for the long nights.

Bertita Harding tells in "Phantom Crown" the story of the ill-fated attempt of Maximilian and Carlota to rule Mexico. It is a record of intrigue, failure and disillusionment very difficult to understand, backed by "that meddlesome mediocrity Napoleon III, in whose brain foolish ideas multiply like rabbits"—Palmerston's estimate of the French ruler's activities. This phase in the enigma of Mexican politics is made clear by the author.

Less "Bloody" than Painted

Another record of turbulent times is to be found in "Mary Tudor," by Beatrice White (Macmillan, 15s.). It is divided into four parts: The Royal Princess, the Persecuted Bastard, the King's Sister, and the Reigning Queen. Whilst admitting that the historians have as a whole been fair to "bloody" Mary the author hopes her book will "correct a historical perspective . . . distorted by centuries of popular prejudice," largely created by such "sensational propagandists" as John Knox. That elusive person, the general reader, will find the book interesting, while the student may satisfy his thirst for knowledge by reference to the very full notes placed at the end of each chapter; the text is not encumbered with them.

A Gruesome Monument

The title of Gerald Reitlinger's book, "A Tower of Skulls" (Duckworth, 18s.) is indicative of the rather nasty habit of the many conquerors of Iran (Mongols, Tartans, etc.) perpetuating their memory by erecting towers of skulls outside the gateways of the conquered cities. The book is an account of a journey of four thousand miles through Persia and Turkish Armenia in 1930-31 in a Ford car. It has been published for some little time but it gives a rather fresh conception of life in the Middle East.

"Waiting for Nothing," by Tom Kromer (Constable, 7s. 6d.) is horribly realistic. It seems incredible that in "free" America a homeless, workless, outcast, a mere boy, should undergo the suffering, hunger and want recorded in this book. Tr[illegible]ing for work, sleeping chiefly in missions, l[illegible]g a worse life than a dog, the story which is largely autobiographical, is an indictment of "the depression" and its attendant miseries and cruelties.

I have space only for brief references to one or two novels of outstanding merit. "White Ladies," by Frances Brett Young (Heinemann, 8s. 6d.). The story is centred round a delightful Tudor manor house in Worcestershire and a woman's passionate determination to be the possessor of it. There are very fine descriptive passages and Young's character portrayal is good.

L. A. G. Strong's "The Seven Arms" (Gollancz, 7s. 6d.) is a romance of Scotland in the early days of the nineteenth century. The village life, two sisters in widely separated circumstances and clashes between the villagers and the authorities are the chief incidents in the somewhat fierce life of the times.

LIVERPOOL SCHOOL OF COMMERCE

The City of Liverpool School of Commerce has issued its prospectus for 1935-36. Prior to being taken over by the City Education Committee in 1909 the school was managed by a joint committee of the Education Committee, the University of Liverpool and the Liverpool Chamber of Commerce. The school has made continuous progress and at all times has kept abreast of modern ideas.

In 1914 a course of lectures for local government officers was arranged in conjunction with the Liverpool Branch of the Association and these lectures have been continued each year. The 1935-36 syllabus includes a comprehensive syllabus dealing with public administration. It covers the development of local government, local government areas, constitution and functions of local authorities, powers and duties of local authorities and local government finance, in addition to detailed lectures in connection with central government.

H.S.

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Government standards should not lag behind private standards.—*Daily Express.*

(*Continued from col.* 3)

only because we are not merely a healthy but also a literate people. Indeed, our whole democratic system rests upon an educated electorate.

These are platitudes; but they are platitudes which are sometimes forgotten. It is appropriate, therefore, that on the occasion of the centenary of the first Municipal Corporations Act we should estimate the changes which a century of development in local government has brought about. This book seeks, therefore, to survey the history of a hundred years of local administration and to examine the present position of the system. The initiative in its production came from the National Association of Local Government Officers, on whose behalf we have edited the volume. The fact that such an Association, with its eighty thousand members, exists, is one of the most significant changes of a century of municipal development.

Mr. Sidney Webb (Lord Passfield), whose works on local government are monumental, writes of this extraordinary volume: "This series of thoughtful essays on the evolution of British local government during the past hundred years must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture. It ought to become the bedside book of every newly elected councillor. Even the 'old stagers' will learn from it."

We understand the price will be twenty-one shillings net, and the date of publication October 15, 1935.

100 YEARS BOOK

Halving the Death Rate

A very notable volume entitled "A Century of Municipal Progress, 1835-1935," is to be published by George Allen and Unwin, Ltd. under the auspices of the National Association of Local Government Officers. Professor Elie Halevy, Dr. J. L. Hammond, Lord Snell, Sir Josiah Stamp, Sir Ernest Simon, Sir George Newman, Mr. Herbert Morrison, Sir Frederick Kenyon, Professor Harold J. Laski, and Dr. W. A. Robson are among the contributors. The introduction by the learned editors sets forth not only the purpose of the book, but also the significance of the last hundred years of local government in England and from that introduction we are permitted to quote.

The old and the new

"Several alternative reforms might be regarded as marking the change between the old system of local government and the new. Some would say that the creation of elected authorities and the appointment of paid officials under the Poor Law Amendment Act of 1834, was the essential reform. Others might assert that local government must be regarded primarily from the angle of service and not from the angle of organisation, so that the fundamental change came with the development of the general public health service from 1848 onwards. It cannot be doubted, however, that the towns have led the way in the great development of local services which the last century has witnessed. Though the town councils received but few powers under the Municipal Corporations Act of 1835, the reform in the organisation of the municipal corporations made possible the growth of the modern local government system.

The fundamentally important part which local government plays in the social and economic life of the nation can be fully understood only when the condition of England one hundred years ago is considered. "For the average English citizen," said Graham Wallas, "the possibility of health, of happiness, of progress towards the old Greek ideal of 'beautiful goodness,' depends on his local government more than on any other factor in his environment. Yet so smoothly does the system work, and so accustomed are we to the existence of the conditions which alone make modern industrial civilisation possible, that we tend to overlook the vast amount of hard work and hard thought which led to the creation of those conditions and which are involved in their efficient maintenance. 'The city council's services,' Sir Ernest Simon has said, 'mean the difference between savagery and civilisation.'"

Public Health

Local government in the past hundred years has halved the death rate and reduced the infantile mortality rate by three-quarters. It has taught us to think of the cholera which used to be a periodical menace as something remote and oriental. One hundred years ago people expected to have the small-pox as now they expect their dogs to have distemper; to-day, on the average, it is the cause of less than one in a million deaths. One hundred years ago, the Webbs have told us, nearly every person was either recovering from or sickening for enteric fever; now, it causes less than six in a million deaths. The other infectious diseases and such diseases as tuberculosis have been reduced to proportions which would have been regarded a century ago as almost Utopian. These are facts which can be proved by statistics. We cannot prove in that way the enormous increase in the comfort and convenience of the people. Nor can we prove in the same way that without the development of the educational and related services, modern commerce and industry would be impossible. Yet a moment's reflection shows that it must be so. The enormous developments in the technique of industry and of business administration have been possible

(*Continued at foot of col.* 2)

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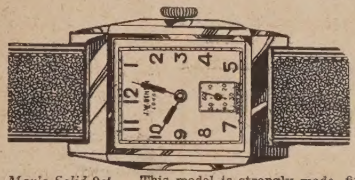

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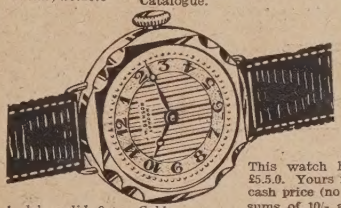

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NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers from headquarters:—

September 9, 1935

Circular No. 60/1935
(To each local correspondent of the Nalgo Provident Society.)
(*a*) Regarding the collection of subscriptions from members in arrear.
(*b*) Regarding the September and October returns to headquarters.
(*c*) Regarding the placing of sums in deposit accounts.

September 11, 1935

Circular No. 61/*Gen.*/1935
(To members of the National Executive Council, to the secretary of each district committee, branch and Sectional and Professional Society.)
Concerning the special supplement which is to be issued in the autumn with "The Times."

N.A.L.G.O. STAFF ASSOCIATION DANCE

AT

CAXTON HALL, S.W.1,
ON OCTOBER 23, 1935.

Tickets, 2/6 each, can be obtained from

The Honorary Secretary,
24, Abingdon Street,
Westminster, S.W.1.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: April, 39; May, 39; June, 40; July, 43; August, 43; September, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	July	Aug.	Sept.
Food	26	26	25
Rent	58	58	58
Clothing ..	90	90	85
Fuel and Light	70	70	70
Other Items ..	70	70	70

IMPORTANT DATES

October 1.—Payment of subscriptions for year should be completed. Branches to issue official receipts for all subscriptions paid up by monthly instalments. Members' subscription cards to be exchanged for receipts.

October 31.—Branches to remit all monies due to the Association to Headquarters. Summary Sheets to be forwarded to Headquarters as soon as possible. District Committees to furnish Annual Reports and Financial Statements to Headquarters.

SALARIES AND SERVICE CONDITIONS

Superannuation

THE Ripon City Council has adopted the Superannuation Act, the appointed day being August 1, 1935.

Goole Joint Hospital Board has also adopted the Act.

The Ramsbottom Urban District Council has adopted the Local Government and Other Officers' Superannuation Act, 1922, the "appointed day" being October 1, 1935. The Scheme will include officers (20) and workmen (85) (Modified Scheme).

Arising from an interview which the Divisional Secretary had with the Finance Committee of the Barnsley Town Council, the Committee agreed to obtain a revised Actuarial Report with a view to adopting the Local Government and Other Officers' Superannuation Act, 1922, as from April 1, 1936.

The Finance Committee of the Dudley Corporation has agreed to obtain the Report of an Actuary on the adoption of the Local Government and Other Officers' Superannuation Act, 1922.

The Darlaston Urban District Council is obtaining an Actuarial Report.

Salaries

The Dewsbury Corporation has adopted, for the general staff, a new Salary and Grading Scheme, which, although not quite so good as might have been expected, may, if interpreted in a reasonable manner, prove to be of benefit to the staff.

There is now only one County Borough—Doncaster—in Yorkshire, Durham or Northumberland, which has not adopted a Salary and Grading Scheme. Doncaster Branch has this matter in hand with a view to an early application to the Council for such a scheme to be put into operation.

As the result of representations by the Divisional Secretary the salary of the Cleansing Superintendent at Padiham has been increased by £30 per annum.

An application for the re-grading of a number of officers under the Lancashire and Cheshire Whitley Council scales has recently met with satisfactory results at Atherton.

The Penybont Rural District Council has restored the reductions in officers' salaries as from July 1, 1935.

Legal Assistance

A curious case has arisen at Leeds in respect of a Leeds Corporation Omnibus Inspector failing to display his Public Service Vehicle Badge whilst driving a public motorbus.

The Inspector was accosted by the driver of the 'bus, who reported what appeared to be some defect in the engine, and was requested by the driver to take his seat in the cab for the purpose of testing the vehicle.

The Inspector had not driven the 'bus many yards, when he was stopped by Mobile Police, and reported for the offence.

A prosecution ensued, undertaken by the Town Clerk's Department. The Association provided legal defence for the Inspector, who pleaded "Guilty," the case being dismissed on payment of 2s. 6d. costs.

The Association has received a letter from the Inspector in question, expressing his grateful thanks for the assistance which was afforded him.

—YOUR 1936 DIARY—

The N.A.L.G.O. Diary will be on sale early in November. Be sure of a copy by placing your order with the Branch Secretary AT ONCE.

Price 1/-. A limited number with Season Ticket Pockets price 1/3.

Obtainable from Branch Secretaries or from
N.A.L.G.O., 24 Abingdon Street, S.W.1

"HELP YOURSELF" ANNUAL

This increasingly popular publication will b on sale on Monday, October 14, and copies ca be obtained from the Branch Secretaries, pric 2s. 6d.

An important alteration has been made i the scheme for this year. Whereas the person who have purchased Annuals in previous year received a numbered receipt and were entitle to participate in a free distribution of gifts this year persons will receive a numbere receipt in the usual way but will compete i an interesting competition in order to qualif for the gifts.

The Association's Benevolent and Orpha Fund benefits to the extent of nearly £3,000 b selling these Annuals each year, and it is hope to do so again this year.

Members are advised to order their copie from the Branch Secretaries at once as it i anticipated that, as in previous years, the avail able number of copies will be disposed of ver quickly.

HOLIDAY CENTRES AND CRUISE RE-UNION

Make a note of these dates.

NEWCASTLE. Saturday, February 8, 1936
LONDON. Saturday, February 29, 1936.
MANCHESTER. Saturday, March 21, 1936
7-12 p.m. Tickets, 2/6.

Tickets obtainable from N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.

N.A.L.G.O. HOLIDAY GUIDE

RECOMMENDED ADDRESSES

Will all members who have spent their holiday at a resort at home or abroad in an establishment which they can recommend as worthy of inclusion in the next edition of the N.A.L.G.O. Official Holiday Guide, please send the name of the proprietor and address of the establishment to headquarters as soon as possible.

N.A.L.G.O. COLOURS

Do you wear your Association tie? Have you seen the wide range of articles obtainable in N.A.L.G.O. colours?
If not, write for illustrated coloured price list to Special Activities Dept., N.A.L.G.O. 24 Abingdon Street, Westminster, S.W.1.

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2827-2828-2829.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

REFLECT FOR A MOMENT!

WITH this month branches of N.A.L.G.O. enter upon their winter campaign. There will be a crop of annual general meetings between the end of the month and the end of the year. There will be the usual round of social activities which bring the members together under conditions differing greatly, no doubt, from those which bring them together officially, and incidently one practical result of many of these functions is a contribution to the Benevolent and Orphan Fund, which needs all the help it can get. A growing number of the branches like to have a visitor at the annual general meeting who can speak for the district or the National Executive Committee. That is an excellent idea, and it is recorded with considerable pride that the leading members of the Association respond to those calls to the limit of their ability. Very often it means travelling, and to avoid cutting too much into official time considerable sacrifice in comfort is made.

A Glorious "Spring-clean"

These annual meetings serve the purpose of reviewing the achievements of N.A.L.G.O. during the past year; they provide the local honorary officers and Executive Committee with the occasions to render an account of their stewardship; they are glorious opportunities for the critic to put forward his observations; it is all a glorious "spring clean" in November. Those who speak for the National Executive Council have ample talking matter in explaining the policy behind their actions, and particularly can they prepare the ground for the Aberdeen Conference. Three major issues were put back at the last conference, solely because the delegates and branches, rightly or wrongly, assumed that they had not been told enough about the schemes. This winter's meetings provide opportunities to remove that misunderstanding.

The steady progress of N.A.L.G.O. year in and year out leaves little to the imagination; any one of its contributions towards a better local government service which have become almost routine, would provide any one of the unions competing for the membership of local government officers with propaganda material which they would shout at the risk of an apoplectic seizure. There is one thing which must be kept in mind by all members of the Association and by its critics as well. The successful organisation of Local Government Officers has a technique of its own. The quality of the thinking of those who can appreciate only orthodox organisations may vary in degree, and even in intensity, but without imagination the Association could become commonplace.

There was another attack upon N.A.L.G.O. at the last Trade Union Congress according to the Press report. This annual tirade which springs from a small interested group has been based upon a manufactured theory that because N.A.L.G.O. is not affiliated to the T.U.C. its members are not taking their share of the burden in the struggle for the uplift of the working classes. Fortunately, the general body of the T.U.C. can see through the spuriousness of this argument. This bull-roaring is rather out of date, and something much more intelligent must be put over if local government officers are to be impressed. The attack went further, when someone confessed "himself unable to understand a trade union official or Labour politician supporting an organisation of the character of N.A.L.G.O." That statement in itself really does not matter, but it is another issue when the Labour members of town and county councils are urged to usurp their authority as councillors by exercising their votes and positions to force local government officers into other organisations which are affiliated to the T.U.C.

To say that N.A.L.G.O. is anti-trade-union is at its best special pleading, and at its worst just vulgar opportunism. It is a reflection upon the intelligence of anyone to assume if N.A.L.G.O. joined the T.U.C. that it would take 81,000 members with it. Is it not better from a trade union point of view to leave an organisation of the size, power and effectiveness to remain intact, than to cause its complete disintegration by forcing it to take a step which may have nothing more tangible than an ideal. He would be an extremely clever advocate who could remove from the minds of the ratepayers that the T.U.C. is not associated with party politics, and particularly so when Labour councillors are exhorted to use their influence against N.A.L.G.O.

Just let us pause for a moment to see where the ill-conceived policy of these people would take us if it succeeded. There is, as yet, no finality to party politics which is controlling our National Government and our local government. Party majorities change, and it has been one of the greatest national assets that the permanent officials have not changed with parties. Their loyalty to the party in power is unchallenged. The public officers of this country have a quality which is regarded by all clear-thinking people as a national asset. Whilst they retain that quality they will continue to hold the confidence of the people, and whilst that confidence holds the fear of the machine being captured by any party will remain small. It will be a terrible price to pay to barter away a great heritage for the benefit of one or two trade union organisers who want to swell their unions' membership. We believe that the men whose guidance and ability have brought the T.U.C. to its present position in the nation's affairs have little patience with their colleagues who are running this "stunt." There was ample evidence to support that belief at the last T.U.C. Congress, and what was a greater tribute still to the judgment of the general body of delegates was the volume of indifference which was shown in the "body of the hall" at Margate when the attack was made.

Our Message

Some Labour members of town councils have been misled into showing their attitude on this issue. Whether they are acting upon instructions or not does not really matter. It will not take much of this sort of thing to give the impression that the Labour Party is "trying to capture the public service." If that impression gets abroad then as a party they will lose the confidence of a large number of people who believe in them and the Local Government Service. We will leave it there.

The message we wish to convey to every member of N.A.L.G.O. is to keep a clear view and a cool head. Every attempt on the part of councils or councillors to use undue pressure should be reported to headquarters. N.A.L.G.O. has not yet been deflected from its main purpose to pursue the anti-Nalgo propagandists and with very rare exceptions it has not retaliated, although it has been subjected to all kinds of criticism and misstatements for a quarter of a century.

Someone was advised once upon a time that "if you haven't got a case, then blackguard your opponent." We are not afraid that such a policy will have any effect upon N.A.L.G.O. members, although sometimes we are accused of being too modest in acclaiming the Association's achievements. The confidence in N.A.L.G.O. has almost reached the height of affection amongst its thousands of members, and if they have confidence in themselves nothing from outside can impair their Association's success.

THE SELECTION OF LOCAL GOVERNMENT OFFICERS

ISSUES THAT MUST BE FACED

By Miss J. M. THOMPSON, B.Com., Rotherham

THE National Association of Local Government Officers must be interested in the proper selection of personnel, and a recent case in the city of Liverpool presents many features which are of importance. A brief review of the main facts of the case is necessary before the general principles raised can be considered.

The post of Superintendent of Lettings in the Housing Department was advertised in March at a salary of £500 per annum, applications being invited from persons of either sex. A short list of five men and two women was interviewed on March 28, and reduced to one consisting of two men and one woman, as a result of which the post was offered to the writer of this article, subject to confirmation. On April 17, the City Council, after a lengthy debate, refused to confirm the recommendation, and the Housing Committee subsequently rescinded it.

Between the date of the meeting of the Housing Committee and that of the City Council which finally reached the item, the Council passed unanimously and without comment an instruction to committees that in future all appointments should be open to women as well as men.

The fact that the writer was the woman concerned in this controversy is in itself of little importance. It is the broader issues raised which must be considered.

Why Recommendation was Rejected

The main reasons produced in the Council debate for the rejection of the committee's recommendation were as follows: Councillors objected to the appointment of a woman; they considered it was a man's job to supervise men—and among the official duties was "the control of the staff engaged in the Lettings Section," all of whom were men; they also objected to the appointment of an "outsider," though the recommended candidate was a native of the city and a graduate of its own University.

Most of this boils down to sex prejudice. Local prejudice could hardly have been the deciding factor. Had the reserve candidate, a man from the housing department of another city, been recommended, does anyone seriously suppose that the proposal would have been rejected by the Council?

We now arrive at certain facts of concern to members of N.A.L.G.O. The case was reported to it on May 4 by the Rotherham Branch, as one on which some corporate action should be taken by the only "trade union" to which appeal could be made. Correspondence was exchanged and lines of action suggested to the national body. The importance of making the right kind of public statement on the general principles arising, before the whole matter was closed, was stressed to the national office, but nothing was done.

On July 20, a special sub-committee was appointed by the N.E.C. to enquire into the whole position. On July 25, however, it was announced in the Press that the Liverpool Committee were recommending the appointment of an official in the Veterinary Department to the post, and this was confirmed by the Council on July 31. It is of importance to members of N.A.L.G.O. to note that the successful candidate was a local official of N.A.L.G.O. and a member of its N.E.C.

Some Broader Issues

Not until the appointment was confirmed at Liverpool was a meeting of the sub-committee of enquiry suggested to the member who had on May 3 made an appeal to N.A.L.G.O. It has since met but was unable to decide on any action at this late date. This points to the desirability of speeding up the machinery of N.A.L.G.O. for future cases.

It is not too late, however, to discuss some of the broader issues involved so that the educational value of the incident will not be lost, and a more effective policy developed for the future.

Let it be admitted at once that the selection of an officer is constitutionally entirely a matter for the council concerned. Theoretically, so are numerous other questions, such as salaries, on which N.A.L.G.O. has often had something to say. But it is surely incumbent upon the largest organisation of local government officers to do more to improve standards of training and qualifications, and to protest in concrete cases if irrelevant factors are introduced.

The Housing Service

Housing is a developing branch of the public service which particularly needs the service of trained minds. It has been said that a "Lettings Superintendent" need only be a clerical and administrative officer rather than a housing specialist. This cannot have been the view of the Liverpool Committee when they selected for the first short list seven experienced housing officers. A trained officer who could apply scientific principles of house allocation with due regard to social and human problems, with experience of slum clearance and knowledge of public relations technique, was certainly required. It was only when pressure for a man and a local candidate was too strong that the original attempt to get a housing specialist was abandoned.

The Association ought to be working out a policy to prevent unqualified people obtaining responsible posts.

The next question is that of securing equal opportunities for men and women in the service. In the Liverpool case, it was merely a question of N.A.L.G.O. trying to see "fair play" in selection for an "open" post. Unless N.A.L.G.O. is prepared to make a stand in such cases, its theoretical acceptance of the principle of the equality of the sexes is of no value; nor can it expect women officials to support it.

As a first step it should be clearly laid down that in any case of discrimination against a woman member mainly by reason of her sex, N.A.L.G.O. is prepared to support her and publicly demand just treatment. N.A.L.G.O. should then consider the much bigger question of the future of women in the service. Not only should they have fair play in "open" posts, but N.A.L.G.O. should work for many administrative and specialised posts at present actually closed to them, to be thrown open, not to serve the sectional interests of women, but simply in order to secure the very best available talent for the service of the community. For is it not in the interests of the community to have the best person for a post irrespective of sex?

"Putting a Woman over Men"

Obviously, a constructive policy on these lines means facing squarely the issue of "putting a woman over men"—the phrase so exploited in the Liverpool controversy. It is mere sentimentality to object to qualified women on such grounds, a fact already recognised in the Civil Service.

The "trade union" issue should now be considered. A society like N.A.L.G.O. cannot be a trade union in the sense of organisations of manual workers and artisans—though these have much to teach us when it comes to sense of solidarity. But ought not N.A.L.G.O. to work out a technique of its own by which effective corporate action can be taken in disputes with councils where issues of principle emerge—a technique adapted to the particular needs and responsibilities of public servants? The medical profession is an outstanding example of powerful trade union technique of a specialised kind.

Before we can achieve this, a far greater sense of solidarity is needed—a loyalty which would prevent a member from accepting a post without the consent of the N.E.C. while dispute with another member or an appeal t N.A.L.G.O. was being considered.

Prominent members of N.A.L.G.O. hav frequently stressed the desirability of organisin the Service on a more national basis, and hav expressed public support for recommendation contained in the Hadow Report. Such a thin as the exploitation of local feeling in the matte of appointments is something which N.A.L.G.O should strongly condemn. It is an excellen example of reversion to parish-pump politics which is not in the best interests of efficiency

Finally, it is not for a meek acceptance o regrettable facts, but for a more courageou policy that N.A.L.G.O. should exist. Are w mainly interested in such points as salaries hours of work, holiday camps or benevolen schemes—all necessary concerns? Surely w may look for more than this in a society o 80,000 servants of the public. We have a wide function to perform.

Is it, however, the function of N.A.L.G.O to take up an individual case like the Liverpoo one? Certainly it is of little importance t N.A.L.G.O. whether a particular person doe or does not get a particular job. But there ar wider principles at stake, and N.A.L.G.O should have a clearly defined policy enablin it to act promptly in individual cases involvin these principles, even if it means entering controversial field.

Association's Policy

Let us make it clear that N.A.L.G.O. wil not be afraid to take up a difficult case althoug it offends a particular Corporation, or eve a branch of the Association or group of member concerned. To refrain from action when issue of principle arise is to fail in a public duty.

This Association should take a firm stand fo decent principles of administration, the absenc of which undermines the faith of ordinary intelligent people in democracy; and this stan should be taken not only in theory but i concrete cases.

A grave responsibility rests on public servant in these days when the functions of the Servic are expanding but the principles of democrati control are on trial.

Reminiscence

On receiving sympathy on the death o old Bob, her "second man" who had been good husband to her, the old woman said:

"Aye, I feels it like, but not like I felt th goin' of my Jim. I were fair worried an lonesome then.

"Nothin' seemed to bring me a bit o comfort, lest it was me pigs. I'd used to g down to the sty an' brush 'em a bit. Aye that what I done an' they was a nice bit o company, them dumb brutes was.

"Nice pigs they was, an' Lloyd George an Mrs. Pankhurst we'd a' named them. Cam in well, they did, too. We ate Lloyd George but we got a nice bit o' money for Mrs. Pan

"No, I've got no pigs now, but I don seem to need 'em this time, as you might say Though Bob was a good 'usband to me, warn't like my old Jim. Funny,—but the is is!"—"*P.M.*" *in the Countryman.*"

These Insidious Americanisms

JUDGE: "What is the meaning of th expression, 'Sez you'?"

COUNSEL: "M'lud, it would appear tha it is a slang phrase of American origin, whic has gained regrettable currency in the langua of our people through the insidious agenc of the cinema, and is, I am given to under stand, employed to indicate a state of dubiet in the mind of the speaker as to the veraci or credibility of a statement made to him."

JUDGE: "Oh, yeah?"

From *The Weekly Telegraph.*

INTER DISTRICT SWIMMING

A delightful evening was arranged by Mr. P. J. Smith (Woolwich), the Metropolitan Swimming Secretary, at Finsbury Baths on Wednesday, September 18. The gala comprised seven events, and invitations were accepted from the Metropolitan, Southern and S. Eastern Districts. The competition and friendly rivalry was very keen, one event having to be swum in seven heats and two semi-finals. The swimming section of the Finsbury Branch kindly provided the bath, and the branch provided a very generous buffet after the events, when an adjournment was made to the Town Hall. The proceedings were informal but very happy. After the Chairman of the District Committee (Mr. Frank Finch) had thanked the Mayor of Finsbury for his attendance, and the branch and swimming section for their kindness and hospitality, the Major presented souvenirs to the first and second competitors in each event.

The results were as follows:—(1) Men's handicap (1 length), 1st Watson (Greenwich), 2nd Baldwin (High Wycombe), 3rd Crome (High Wycombe); (2) 100 yards breast stroke, 1st Davis (Middlesex), 2nd Towndrow (Barnes), 3rd Taylor (High Wycombe); (3) 100 yards medley team race, 1st Willesden, 2nd Deptford, 3rd Hampstead; (4) 1 length back stroke: 1st Woodward (London J.E.A.), 2nd Hinton (East Sussex), 3rd Hoad (Mid-Surrey); (5) Diving: 1st Long (High Wycombe), 2nd Bacon (Middlesex), 3rd Hinton (East Sussex); (6) 2 lengths free style: 1st Woodward (London J.E.A.), 2nd Newton (Deptford), 3rd Hinton (East Sussex); (7) 4 lengths team race: 1st Middlesex, 2nd High Wycombe, 3rd Willesden.

This event is one which by the nature of its success and affording opportunity for a friendly intercourse between districts, deserves repetition, and is also one for which Nalgoites are under a debt of gratitude to Mr. P. J. Smith, the organiser.

(*Continued from col. 3*)

under 16 per married Civil Servant is not more than one, and they also show that out of 194,509 married men employed in public administration and defence, the number of whose children was known, 31 per cent. had no children, 33 per cent. had one child and 20 per cent. had two children.

Finally, it should be noted that the Royal Commission of 1929-31 considered the question of family allowances for the Civil Services, but did not recommend either that such allowances should be introduced or that their introduction should be considered by the Government.

The Civil Service Equal Pay Committee takes its stand on the principle of Equal Pay for Equal Work or "Equal Pay or the Same Post," and it would desire to see this principle applied to Civil Service remuneration.

EQUAL PAY AND FAMILY ALLOWANCES

THE following, issued by the Civil Service Equal Pay Committee, is one of a series of statements intended to explain and justify the demand of Civil Servants for the immediate application of the principle of Equal Pay for Equal Work to the Civil Service.

From time to time it is suggested that the logical accompaniment of Equal Pay is Family Allowances. The Family Endowment Society expressed this view to the Royal Commission of 1929-31 and more recently, during the Equal Pay debate of June 7, 1935, a Member of the House asked the Financial Secretary to consider, in connection with Equal Pay, the introduction of some system of family allowances for the Civil Service.

Family Allowances in Foreign Civil Services

Before dealing with the proposal to introduce family allowances into the British Civil Service, it is useful to consider the evidence relating to foreign countries which have applied equal pay, plus family allowances to their Civil Services. Information for 1930 relating to nine such countries, namely, Belgium, Bulgaria, Czechoslovakia, France, Germany, Italy, the Netherlands, Spain and Switzerland, is obtainable from an "International Survey of Social Services," published by the International Labour Office in 1933.

With the exception of Bulgaria, none of the above-mentioned countries had limited the application of family allowances to the public services. In Belgium, France and Spain the allowances were applicable to all employees, and in the remaining countries, except Bulgaria, to important occupational groups other than public servants.

In Belgium, Germany and Switzerland family allowances had been introduced to meet difficulties arising from the economic situation created by the Great War. France, Italy and Spain, on the other hand, had introduced family allowances as an encouragement to larger families. Incidentally, the allowances have apparently failed to achieve this purpose since the birth rate in these, as in other countries, continues to fall.

Features of the Schemes.

On examining the actual allowances paid several interesting facts emerged. In the first place, none of the schemes provided for allowances for adult dependents and, except in Bulgaria, there were no marriage, as distinct from children's, allowances. Secondly, in Belgium, Bulgaria, France, Germany and Switzerland the allowance did not vary with salary, in other words it represented a very much larger proportion of total salary for the lower than for the middle and higher grades. In the remaining countries the allowances varied, but within maxima and minima.

In assessing the value of the allowances it was, of course, necessary to take account of differences in standards of living, but even allowing for this factor the amounts payable to families of one, two or three children were in most cases small. For example, at par the annual allowances payable in Belgium, Bulgaria, Switzerland and Italy were as follows:—Belgium, flat rates, irrespective of salary, of £2 3s. for one child, £5 12s. for two and £13 3s. for three; Bulgaria, similar flat rates of £2 9s. for one or two children, £5 13s. for three; Switzerland, similar flat rates of £4 15s. for one child, £9 10s. for two and £14 15s. for three; Italy, varying rates, subject to the following minima and maxima, one child from £1 6s. to £3 18s., two children from £2 12s. to £7 16s., three children from £3 18s. to £11 14s. In Spain no allowance was payable to families of less than 11 children.

On the specific proposal to apply family allowances to the British Civil Service the Equal Pay Committee has the following comments to make.

It is opposed to the introduction of family allowances for the Civil Service in advance of or in the absence of a national scheme of allowances. The introduction of such a national scheme would be a social and economic experiment of the first importance, but with its merits or demerits the committee is not concerned.

Alternative Methods

The introduction of family allowances for the Civil Service alone would involve either a contributory insurance scheme or a redistribution of the money now spent on salaries or an increase in the wages bill. Either of the first two alternatives would be highly objectionable to Civil Servants as a whole for very obvious reasons, whilst the third alternative would, in the long run, encourage the employment of women on the cheaper single rate. Unless compulsory retirement on marriage for women were abolished, women would seldom be in receipt of allowances and would consequently be always cheaper to employ than men who would represent a potential expense to the Government as employer. In other words, women would tend to undercut men as at present.

Again, an examination of statistics as to the average size of families amongst Civil Servants leads to the conclusion that the Civil Service is probably the least suitable occupational group with which to experiment as regards family allowances. The latest available census figures suggest that the average number of children

(*Continued at foot of col. 1*)

TO JUNIOR ENTRANTS

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commenced your
duties in the Local Government
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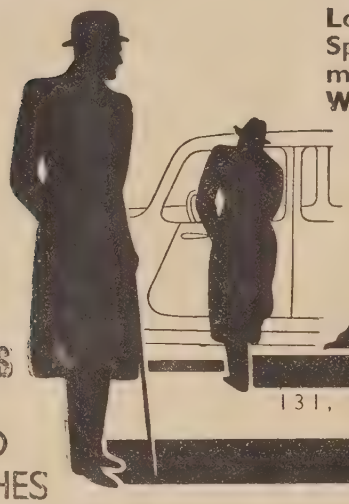

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AT RANDOM: COMMENTARY ON CURRENT TOPICS

By HYPERION

cal Government Centenary

MANY local authorities are now occupied in arranging for celebrations of the Centenary of Local Government. Exhibitions illustrating "How the rates are spent" have been organised in several places, and civic weeks in industrial towns have epitomised the crafts for which each particular district is famous.

Mr. Sydney Walton gave a lyrical description of the N.A.L.G.O. cruise in the September issue of LOCAL GOVERNMENT SERVICE; and an eye-witness of the service which was held at York Minster on centenary day and attended by the Mayor and Town Clerk of every borough in Yorkshire, tells me that it was an unforgettable scene.

The peak of the festivities is to be at Guildhall, London, on October 22, when the Prince of Wales will be the chief guest at the banquet of the Association of Municipal Corporations.

The Press as a whole has been very interested in the centenary celebrations. *The New Statesman and Nation* of September 7 contained an excellent article by Mr. G. D. H. Cole, called "One Hundred Years of Local Government."

I understand that the N.A.L.G.O. Centenary volume is to be published some time during the month of October, and, having had the privilege of reading the proofs of it, I can say that it is a magnificent production.

byssinia

It seems probable that, before long, the market will be flooded with books about Abyssinia. Two excellent books on that country have already been published. They are "Desert and Forest" by H. M. Nesbitt, whose untimely death in an Alpine accident was a great loss to literature, and "Abyssinian Journey," by a Frenchman, Marcel Griaule. The latter book gives an extraordinarily interesting account of a remarkable journey made by a French scientist who was sent by his Government to search for information and specimens of interest for the French museums. He had the great advantage of knowing both the ancient and modern languages of the country, and was consequently able to give a most intimate picture of Abyssinian life and customs. In some respects it is by no means a pleasant picture, particularly in respect of the complete indifference of the Abyssinian natives to the sufferings of animals.

The book also contains some amusing descriptions of native story-telling. The man who can tell a good story round the camp fire was as much honoured as he used to be in the days of Homer. Here, for example, is an Abyssinian version of the story of Adam and Eve.

"*Adam and Eve were raised up from the mud and God forbade them the fig tree. One day Adam had gone to a distance, and the Devil came to Eve and said:*

"'*Adam is making love somewhere else.*'

"'*Liar!*' *she answered.* '*Show me this woman's face.*'

"*The Devil took a bowl and filled it with water; Eve bent over this mirror and saw a woman she did not know. When Adam returned, she questioned him, and as he denied it, she said:*

"'*If you are telling the truth, give me of the fig tree which has been forbidden us.*'

"*Which Adam did. At that moment both lost the layer of horn which entirely covered them, and the only traces left are the nails of the hands and feet.*

"*As they no longer had the horn, God saw that they had sinned.*"

"'*And then?*'" *said the listeners.*

"'*Then, all our troubles come from that.*'"

oyal Sanitary Institute

A somewhat reactionary note was sounded by the Earl of Malmesbury in his inaugural address to the Annual Conference of the Royal Sanitary Institute at Bournemouth. His lordship felt that although we were living in a wonderful age, we were indulging in an expenditure of public money not always proportionately rewarded by its results. He thought that we were becoming a "spoon-fed" nation and used the phrase, "No nation can long survive a constant shepherding of its destinies." We rightly attached a great importance to the work of analysts, inspectors and others who deal with the chemical purity of our food supplies, but yearly it became more and more difficult to find anyone who could cook. "What," he said, "is the good of providing elaborate and expensive health services for people if no attempt is made to provide that which is, after all, the basis of all health—the capacity for providing good and well-cooked food that will nourish old and young alike?" He concluded: "We want to kindle new interests and make the people themselves alive to the important part they themselves must play in the building up of a strong and healthy population."

"Lest You Forget"

The kindly visitor to the asylum had been asked, as usual, by a patient to take a letter to the outside world, notifying all and sundry of the patient's sanity, and of how he was being unlawfully detained.

"You won't forget to deliver it to the mayor, will you?" emphasised the patient.

"No, I'll not forget."

As he turned to go, the visitor received a violent kick in the rear. "What's that for?" he demanded of the inmate.

"Just to remind you not to forget," replied the inmate. "The last chap forgot."

Without Comment

Separate departments in the same premises are treated as separate premises for this purpose where separate branches of work which are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises.

(Form Issued to Employers by Ministry of Labour.)

Whitehall Purists

Sir Austen Chamberlain's references to the rare irony of Civil Servants would have delighted Lord Iddesleigh, better known as Sir Stafford Northcote.

He liked to recall the story of the drawing-up of the Alabama Treaty. The commissioners at Washington were on tip-toes awaiting the official verdict of the Foreign Office on their draft report.

Unfortunately, this contained the phrase "to expressly state." The feelings of the commissioners were distinctly uncharitable when they anxiously opened the cablegram from Whitehall and read: "We cannot endure adverbs between 'to'—the sign of the infinitive—and the verb."—*Peterborough in the "Daily Telegraph."*

A Few Words on the Subject of the Horse

Dear Sir or Madam,

Well now I must say a few word to you In regards to what I want to ask you if you would be so kind as to send me one of your Catalogue List on to me of your horsemanship sir well now sir I am very Anguish to get to know how is to learn to get on A horse back sir and I want to know how is the way to Ride him sir for I must Confess to you now that I have Never been on A horse back in my life time sir and now that why I am asking you now if you would be so kind as to send along one of your Catalogue-List sir of your horsemanship for there is one point that I should like to get at and that is to learn how to ride on A horse back so now Could you send me along A few of your Instructions sir and I should like if you Could send me some of the Photographs of some of your horses and some of your pupils that is now or that have been learning with you for I must Confess to you now that I would love to learn to Ride on a horse back and I would like to get that wonderful Book sir that you have got in your shop but I can see it mark with the Price on it sir 15/- Shilling Well now would you be willing for me to get this Wonderful Book sir or Could you let me have this nice Book if I would be willing to send on to you a Shilling week Towards it and would you Object of me haveing this book if I pay you one Shilling week for it for I would love to get this Book if I could and now do you know anyone who would give me lessons of how to get on A horse back and how is to ride him sir so now could you drop me a line or two sir.—(From an unknown correspondent on the West Coast of Africa to a firm of publishers.)

"The Good Old Days"

She was elected to the Chorlton Board of Guardians, and blazed with rage because she found the little girls in the workhouse still wearing eighteenth-century dress, with low necks and no sleeves. For some obscure reason they had no nightdresses, and they had no drawers or knickers, even in winter time—a fact which infuriated her beyond bearing—because the matron and a couple of refined female guardians had been too modest to mention such garments to the male members of the Board. This was the kind of tomfoolery which Mrs. Pankhurst could not stand and which her Movement did much to end. These, and many other abuses, she reformed.—(*From an essay on Mrs. Pankhurst by Rebecca West, in "The Post-Victorians."*)

From a Placard

"Patriotism is the backbone of the nation, and what we have to see is that that backbone is properly trained and brought round to the front."

(*Shades of Milton Hayes!*)

Three Arliss Stories

A schoolmaster asked, "What was the Duke of Wellington called before he was made a duke?" And a small boy promptly replied, "George Arliss, sir."

* * *

A little girl said that Disraeli was a great English statesman who went into the movies, and a New Zealand schoolboy, asked who purchased the Suez Canal shares for Britain, recalled a certain film and declared with perfect confidence, "Mr. Arliss."

* * *

Mr. Arliss, so the story runs, was discussing his next historic role with a friend.

"Have you found a title for the film?" asked the friend.

"Not yet," said Mr. Arliss.

"Why not 'Mistake Me Never'?"

From the Sydney Howard Talkie "Girls, Please"

(*To waitress*): "If this is tea bring me coffee, and if it's coffee, bring me tea."

"This afternoon we are going to indulge in the good old English custom of chasing paper."

"The Whole Truth"

"When I have one foot in the grave," said Tolstoy, "I will tell the whole truth about women. I shall tell it, jump into my coffin, pull the lid over me, and say 'Do what you like now.'"

From a Schoolboy's Examination Paper

The future of "He drinks" is "He is drunk."

Presence of Mind

"I say," said the customer to the chemist, "that was not quinine you gave me; it was strychnine."

"Thanks very much," said the chemist. "that will be another fourpence."

HOSPITAL AND NURSING HOME SCHEME

WANTED 1,000 MEMBERS BY JANUARY 1, 1936

FOR a number of years past there has been a pressing demand by N.A.L.G.O. members for a scheme to provide assistance towards hospital or nursing home treatment, and at the Annual Conference of the Association, held at Cheltenham, last Whitsun, your Council adopted a Hospital and Nursing Home Scheme which will be administered by the Committee of Management of the Nalgo Provident Society and will come into operation on January 1, 1936, only providing 1,000 persons join the scheme by that date.

It is assumed that the potential membership of a scheme of this kind is 10,000, and no difficulty is anticipated in being able to commence the scheme on the above-mentioned date. In the event, however, of the required number of persons not being obtained by January 1, 1936, the matter would have to be reported to the next annual general meeting of the Nalgo Provident Society, and a delay of at least twelve months would be occasioned. In these circumstances, in order to take no risk, it is essential that every member of N.A.L.G.O. who is interested in the scheme should, at the earliest opportunity, obtain from his branch or Headquarters a copy of Leaflet (N.P.S./11) which sets out the scheme, and Proposal Form (N.P.S. Form 4).

Eligibility for Membership

The scheme is open to all members of N.A.L.G.O. and their husbands, wives and children. Active members of the Association and their wives and husbands who are not more than 60 years of age at the date of the commencement of the scheme, will be admitted into membership during the first year of the operation of the scheme. Thereafter, only persons between the ages of 1 year and 45 years will be admitted into membership. A child is eligible for membership on attaining the age of one year, and a member must insure all children who at the date of such insurance or who at any subsequent date become eligible for membership. Do not miss this golden opportunity!

Contributions

All members of the Hospital and Nursing Home Fund will be required to pay a contribution of 1s. 9d. per month in respect of each person insured.

Management Fees

Each person must pay to the Management Fund a sum of 3d. per month. In addition, one penny of the monthly contribution will be credited to the Management Fund. A member of the Sickness (Table I) and/or Death Benefit (Table II) Schemes who is paying 3d. per month for management expenses, will not be required to pay additional management charges.

Benefits

Maximum grant of £50 in any one illness provided that the first £5 in respect of treatment for such illness shall be ignored.

(1) Fees of duly qualified and registered medical practitioner; not exceeding an amount of 7s. 6d. per visit. Maximum of £25 during period of twelve months.

(2) Surgeon's and/or Anæsthetist's fees. £50 for any one operation or series of operations during period of twelve months.

(3) Consultation fees (medical or surgical). Not exceeding £2 2s. for each consultation. Maximum of £6 6s. during period of twelve months.

(4) Attendance charges for nursing home or hospital and/or sanatorium and/or all fees of a duly qualified nurse at the home of the member. Maximum payment of £5 5s. per week.

Maximum of £21 during period of twelve months.

(5) X-ray, electrical treatment and massage. Maximum of £10 10s. during period of twelve months.

(6) Tonsils and/or adenoids. Operations and illness which involves such an operation. Maximum of £7 7s.

(7) Pregnancy with complications. Benefit will be paid only in respect of the cost in excess of normal pregnancy and child-birth in an average case.

The maximum amount payable in any such period of twelve months to a member of all or any of the before-mentioned benefits is £50.

Of the total amount of such fees, charges and/or costs incurred in any such period, there shall be borne by each member the first £5 of claimable expenditure.

With regard to the provision which states, "Maximum grant of £50 in any one illness provided that the first £5 in respect of treatment for such illness shall be ignored," this means that the first £5 of claimable expenditure must be borne by the member in each case when the declaration on funds is made, e.g., if the total fees incurred for an operation under (2) amounted to, say, £30, the sum of £5 would be deducted from this amount and the member would receive in benefit from the Society the sum of £25. This provision governs all benefits under the Scheme (1) to (7).

Title to Benefit

A member, or member's wife or husband and/or children are entitled to benefit within a period of six months next after the date of admission, providing the contributions and N.A.L.G.O. subscriptions are paid up-to-date.

Medical Examination

Normally no medical examination is required, but in some cases special conditions may be imposed, e.g., a medical examination of the proposer at his own expense may be required.

Progress

At the time of going to press, over 41,500 leaflets (N.P.S./11) setting out the scheme and 23,700 proposal forms (N.P.S. Form 4) have been dispatched to branches on requisition for distribution amongst the members, and a special request is made to all those branches who have not yet requisitioned supplies to do so without further delay.

So far, only about 398 persons have been provisionally accepted into membership, and as there are only three months left, great headway will have to be made between now and the end of the year if the scheme is to be launched as from January 1 next. In these circumstances it is hoped that no effort will be spared by the officers of the branches in pushing this scheme at every possible opportunity.

Every eligible member should take advantage of this scheme, as under the present conditions of daily life, no one can really be certain of not requiring an operation or nursing home treatment, and by insuring under the Hospital and Nursing Home Scheme you will be safeguarded against the heavy expenses incurred at a time when one least wants to be troubled with money matters.

Since the adoption of the scheme, several questions have been raised and answered, and for the information of prospective members they are as follows:—

(1) *Question:* Can a member of N.A.L.G.O. insure his wife and children without insuring himself?

Answer: Yes. The following persons are eligible for membership:

(1) Members of N.A.L.G.O.
(2) The wives of members of N.A.L.G.O.
(3) The husbands of members of N.A.L.G.O.
(4) The children of members of N.A.L.G.O.
(5) Employees of N.A.L.G.O., their wives or husbands.

(2) *Question:* Does the following provision mean that a member would be liable for the first £5 in the event of sickness?

"Maximum grant of £50 in any one illness provided that the first £5 in respect of treatment for such illness shall be ignored."

Answer: Yes. The first £5 of claimable expenditure must be borne by the member in each case when the declaration on funds is made, e.g., if the total fees incurred for an operation amounted to, say, £30, the sum of £5 would be deducted from this amount, and the member would receive in benefit from the Society the sum of £25.

(3) *Question:* The leaflet (N.P.S./11) states that the "maximum grant *in any one illness* is £50," and Circular No. 49, dated July 15, 1935, stated, "The total maximum amount payable *in any such period of twelve months* to a member of all or any of the benefits is £50." Which is correct?

Answer: Both are correct. The paragraph contained in the circular appears on page 12 of the rules under Rule 15 (5) and the N.P.S./11 has been amended.

(4) *Question:* Will benefit under "(1) Fees of duly qualified and registered medical practitioner not exceeding an amount of 7s. 6d. per visit, subject to a maximum of £25 during such period of twelve months," be aggregated for a series of illnesses or minor ailments during a period of twelve months for the determination of benefit payable?

Answer: No.

(5) *Question:* Does retired membership of N.A.L.G.O. constitute membership of N.A.L.G.O.?

Answer: Yes.

(6) *Question:* If an officer retires at 60 years of age and does not become a retired member of N.A.L.G.O., can he continue in the Scheme until the age of 65 years, at which age membership ceases?

Answer: Yes, on payment of an additional management fee of 3d. per month, if he desires to do so.

(7) *Question:* What provision is made for any surplus arising in the fund created by the Scheme?

Answer: In the event of an accumulation of surplus funds at the end of a year, the Committee of Management would have to consider the question of including additional benefits in the Scheme or decreasing the contributions.

(8) *Question:* Is such period of twelve months immediately preceding the commencement of an illness?

Answer: The period of twelve months will be calculated from the first day of illness.

(9) *Question:* Members of the Association and their wives or husbands who have not on January 1, 1936, attained the age of 60 years, are eligible for membership until December 31, 1936. When a member has attained the age of 65 years his membership will be terminated. Is there any provision for extending the period a little, perhaps by payment of some additional subscription?

Answer: There is no provision in the scheme for extending the period at which membership ceases, namely at 65 years of age, by payment of an additional contribution. The actuary pointed out that at ages approaching 70, cases of cancer and other cases requiring prolonged medical attention become relatively frequent and with the present contribution he did not think membership should be continued beyond the age of 60, or at the most, 65, either in the case of members or their wives (husbands).

(10) *Question:* A member submits the following claims to the Society during a period of twelve months. What benefit would he receive?

Continued on page 295

WHAT OUR READERS SAY

EBATING STANDARD AT CONFERENCES

Editor, LOCAL GOVERNMENT SERVICE.

—This communication is prompted by comments on the debating standard at the onference and my hope that action may ken ere next Whitsuntide to remedy a ng evil fraught with serious consequences. the July issue you offered criticism rning the "platform" and the attitude of floor of the house." What are the causes hat are the remedies? and are you, sir, ly blameless in the matter? Your position s to you an unique opportunity to at least your to engender a new spirit, a new oint of the "floor" and to try and imbue platform" with a desire to rise to the on next year.

ave awaited the issues for August and mber, hoping that either you would have ed up your July effort, or that some er of the "floor" would have stepped he arena of your correspondence columns. there is no sign, and I am now reluctantly to the assumption that the complacency e "platform" at each succeeding con- e is on a par with the same spirit of lacency which apparently affects the ial column regarding the subject-matter s letter. Criticism by you of the attitude e delegates; hopes that something may as a lesson and then, until Whitsun comes somnolescent if not entirely comatose.

t Sallying" the Platform.

. Editor, if ever a matter needed exami- as to cause and effect it is the "Aunt ng" of the conference "platform." The form" needs rousing and the "floor" educating. A kind of mental dry rot has me years affected the "platform," and this of necessity affect the "floor." It is not f ability but lack of understanding; failure e a finger on the pulse of a large and very ning gathering of men and women and to them into its confidence. I say without tion that no better supporters of a form" could be found in any gathering would be the "floor" of our conferences the mists of distrust cleared away. As e already said, you, sir, are not blameless matter.

n give a display of fireworks, and all one is noise, a temporary noxious annoyance nasal organ, but otherwise just a memory. ote from your editorial of July last. The rence is to be "a very pleasant memory ne that will last for a long time to come" mark this, one of the two things for which say "it will be remembered," is "the s drop in the standard of the debates." ds, what a memory!

u also say, "If such a demonstration serves esson, the experience will not have been in " But, Mr. Editor, are you leaving the r there? Why not *do* something to nt a recurrence? You have an audience ,000, and an opportunity greater than erence can ever afford. Your editorial is lley of good and bad, the bad being mainly loleful picture you paint of our domestic s, which you then leave to have whatever may be created in the receptive minds of members. Is this helpful? Such an de must assist in maintaining just the rence atmosphere which you deplore.

mpare your effort and its possible effect on ank and file with the impression which t have been created had you reproduced impressions of an outsider such as atterer" of the *Cheltenham Chronicle*. Let uote from it:—

Yet another great conference has gone off a fine bang." "N.A.L.G.O. stages a rence which, I think, if I were musical, ould describe as having a nice tone. It d about its own business instead of ranging vorld in a bad temper for other people's business to put right; and its sessions, in spite of healthy differences of opinion, were of the most cheerful and genial possible description." "In a long journalistic career I have naturally had many contacts with public officials of every grade, and taking them as a class, or as a conference crowd, I think I should as willingly sing 'For they are Jolly Good Fellows' about them as about any section of my fellow-beings. They bear awful weights of responsibility and make as few enemies in doing so as can reasonably be expected."

These impressions of a looker-on, with a suggestion from you that it is an estimate which we might endeavour to deserve, would, in my humble opinion, have provided a very fine opportunity of following up with ideas and ideals, helpful in doing away with "platform baiting" and creating a better understanding on the part of the "platform." The response would inevitably be an improvement in the standard of the debates.

Scoring Points.

It is a fact, as you state, that "There seems to have jumped into the picture during recent years a type of young man who is more concerned with scoring debating points than making serious contributions to the betterment of organisation and the uplift of N.A.L.G.O.'s prestige. This is a kind of disease which can become serious if not checked." Well, Mr. Editor, what are you going to do about it? What efforts are you making or going to make to discover the root cause of the disease and to suggest a remedy? I have scanned the issues for August and September and find no signs of help or suggestion from the journal or movement among the rank and file.

For some years there has been, to use your own words, "a complete absence of conviction from the platform." If this is so, then is it not the example which has produced a poor standard of debate on the "floor"? In the absence of straw, the bricks produced by the "floor" have of necessity been mainly clay or shall we say mud. Regarding "platform baiting" and "scoring debating points," it must be realised that the majority of the delegates for the past few years have known no other atmosphere at conferences than that created by "platform" inefficiency, or shall I say inadequacy? Add to this recent examples of unfair advantage taken by some members of the "platform" to score at the expense of colleagues merely to "score debating points."

I say with absolute confidence that much, if not all, of which you complain would never have occurred but for the fact that the "floor" were convinced they were not getting a square deal from the "platform."

"Floor" and "Platform"

The lesson will not be learned by the "floor" until it is first learned by the "platform." The "floor" would rarely, if ever, refuse a lead given by the "platform" if the latter were straightforward in the presentation of N.A.L.G.O.'s affairs. Past experience affords ample proof of this. It is not a question of eloquence or spell binding, but merely the fact that the "floor" is an excellent and unerring judge of good intention. Conference would never have interfered with the decision of the N.E.C., to limit the period of chairmanship of its sub-committees to two years had the delegates realised or been informed that it was an effort of the N.E.C. to put its house in order, and that it had a very definite bearing on the question of the calibre of the "platform." I am still wondering why this, a domestic matter of the Council, was ever reported to the conference, and can find no solution except that it was engineered to afford an opportunity, which otherwise could not have been afforded, for some one or more persons to hang on to office rather than to be prepared to assist in the "uplift of N.A.L.G.O.'s prestige."

You, sir, propose to leave "this disaster behind" you and to *hope* the lesson will be learnt. But surely it is by studying and also contemplating the results of a disaster that we shall benefit. It is a matter which needs the earnest attention of all members of the Association and particularly yourself because of your position and your opportunities. It is you more than anyone else who can help by keeping the matter alive in the columns of the journal. Help would be welcomed by many members of the "platform" who have long been alive to the drift which has been taking place and have not been idle, although their efforts have been fruitless.

Let members in their branches and district committees discuss this platform baiting and insist on getting at the root of the disease. They will be doing a very real service to themselves and to the Association if they ventilate the matter in such a manner as will impress the N.E.C. with the necessity of taking steps to remove the cause of the disease. The solution is easy and requires little courage.

Yours, etc.,

Education Office, FRANK R. FINCH.
Dyne Road, Kilburn, N.W.6.

THE NALGO CRUISE, 1935

A correspondent writes:—

Another scribe will probably write of the visits paid to the northern capitals and some of their municipal institutions; but perhaps a few impressions of a purely personal nature may be of some interest.

Though more than 400 passengers were officially described as of the N.A.L.G.O. party, many of these had no direct connection with the service. Would it be possible next time (and there must assuredly be a next time) to restrict bookings to actual members and their families?

Still, practically all departments of the service were represented—town clerks, treasurers, accountants, lawyers, surveyors, public assistance officers, educationists of various kinds (including many teachers), and a strong contingent of Medical Officers. There were also county and borough councillors, a few magistrates, and the vice-chairman of the L.C.C. Many of the faithful rank and file of N.A.L.G.O., who pay their subscriptions regularly but do not attend annual conferences, valued highly the chance of conversing with the big noises of the Association—including the President, the immediate past-president, the Treasurer, the General Secretary, and certain members of the Executive Council (e.g., Messrs. Willett, Whinnerah, and Newman) as well as Mr. Wright, for whose tactful and efficient work in organising the cruise all of us were genuinely grateful.

The treasurer of a certain Surrey borough was found to be an accomplished comedian and entertainer of superlative merit, and the president and secretary of N.A.L.G.O. demonstrated great prowess at shuffle-board. A county officer who must be nameless achieved some notoriety in the fancy dress (or undress) competition, and generally our members took their full share in all the organised amusements and games of skill or chance.

Among passengers unconnected with N.A.L.G.O. were a titled officer of the King's Household, an overseas judge, an inspector of the Ministry of Health, several clergymen, and a number of deaf mutes, who were welcomed at all ports of call by groups of similarly afflicted folk. It is to be hoped that most of those who had never heard of N.A.L.G.O. when they joined the *Doric*, left her with a reasonably favourable opinion of the Association and of the service generally.

However that may be, we all had a most enjoyable cruise, at no great expense, and found much to interest us in all the cities visited and much to amuse us on the boat.

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FOR THE LONG
WINTER EVENINGS

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Institute of Municipal Treasurers and Accountants.

Incorporated Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.

Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).
(*a*) Relieving Officers.
(*b*) Institution Officers.
(*c*) Clerical Assistants.

Poor Law Examinations Board (Scotland).

Full particulars from the

NALGO CORRESPONDENCE INSTITUTE
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Westminster, S.W.1.

SCOTTISH NOTES

These notes are being written in the middle of September, but we are now well begun with the winter's work. There are many problems facing us. The first big problem is:

Whitley Councils

The Ministry of Labour sent a circular to all the County Councils and large Burghs asking if they would be favourably disposed to the idea of setting up Joint Industrial Councils. A good many favourable replies have been received. Indeed, practically all the large Local Authorities are favourable, and we understand that the Ministry feel justified in convening the proposed conference. No date has yet been fixed, but it is thought that it will take place about the middle of October. The feeling is that while the Association should be prepared to make suggestions as to the nature and number of these Councils, it would be unwise to go to the conference determined to carry any particular scheme. Whether there should be a separate Whitley Council for Scotland with two or three District Councils or whether we should have something of the nature of a District Council, which would in time link up with the District Councils in England to form a National Council for Britain, may be left for free discussion at the conference.

New Branch for Angus

For some time past several officials in Angus have been linked up with Dundee Branch, but it has always been felt that the arrangement is not quite satisfactory. The Divisional Secretary, therefore, convened a meeting of officials in the county at Forfar on September 12. Mr. R. H. Anderson, the County Clerk, presided and Mr. Hill, the General Secretary, surveyed the work of the Association. The meeting decided to form a branch for the county and appointed a committee to draft a constitution.

The Aberdeen Conference

It seems a long cry to Whitsuntide, when the annual conference is due to meet in Aberdeen, but arrangements have to be made early. Mr. Hill, at a meeting in Aberdeen on September 11 with a number of local officials in order to make preliminary arrangements, expressed satisfaction with the Conference Hall and the accommodation afforded in the minor halls for the numerous meetings, etc., which take place at conference time. The ballroom at the Beach—where a reception will take place on the Friday, and dances will be held on the Saturday and Monday—is an ideal place for such functions. The hotel accommodation, about which some of our southern members had fears, appears to be ample.

Superannuation

The Inverness scheme, we believe, has now been approved, and we are gratified to learn that Ayrshire has now instructed that an actuarial report be prepared. We know of nothing else to report with regard to the schemes for the burghs of Falkirk, Dumfries, and Clydebank and the city of Dundee, but we believe that actuarial reports in all these places are in course of preparation and may be expected at an early date.

Sports

Our annual sports day, which was held at Bridge of Allan on September 14, was not favoured with the usual fine weather. There were two or three showers during the day, but the contests were not interrupted. This was a record year in the Bowling Competition. We had no fewer than thirty rinks, and the Dunblane Green had to be requisitioned. At the presentation of prizes, Mr. A. G. M. Archibald presided in the absence of Mr. Hugh Begg. Mrs. Dunbar, wife of Provost Dunbar, made the presentations, and the provost made a neat speech. Votes of thanks were moved by Dr. Macgregor, of Glasgow, and Mr. J. Cassels Pinkerton, the new City Assessor of Glasgow. The company was so large this year that the accommodation in the Spa Hotel was taxed its utmost limits, and Mr. S. H. Brodie, Sports Secretary, had no easy task to perfo For his good work, we owe him our best thar The following is a list of the prize-winners:

Gents' Golf (2 Rounds): Scratch Tro and Prize, J. B. Baird, Lanarkshire Branch (1 Handicap: 1st Prize, D. H. Yuill, Lanarksl Branch, 191 (22) 147 net. 2nd Prize: Rob Martin, South Eastern Borders Branch, 156 148 net.

Ladies' Golf (1 Round): Scratch Trophy Prize, Miss L. E. Gordon, Dundee Branch (1

Bowling.—In this competition two ri were equal, each being 29 shots up and anot three ends had to be played. The result w Trophy and Prizes, Lanarkshire Branch shots up and 3 shots up), Messrs. D. Jamis James Brown, W. Colquhoun, and P. R. Bro (skip). Runners-up Prizes: Glasgow Stat Labour Department (33 shots up), Mes R. Forrest, G. Barclay, W. Milligan, G. Davidson (skip).

Owing to the small number of entries, Tennis Competition was abandoned.

PREPARATION FOR I.M.T.A. EXAMINATIONS

The Manchester Education Committee again offering this session, in the Manches Municipal High School of Commerce, compl courses of instruction designed especially students desirous of reading for the Int mediate and Final examinations of the Instit of Municipal Treasurers and Accountants.

The members of the staff in charge of classes have been carefully selected for th professional knowledge and teaching capac and their services are at the disposal of student, not only to the extent of his class wo but, wherever possible, by way of advice as his private study. The times of the classes h been arranged to suit the convenience of student, and the fees charged are exception low.

The Principal will be pleased to ad intending students between 6 and 8 p.m. any weekday, except Saturday. A full p pectus may be obtained, free, on applicatio the Registrar of the School, 103 Princess Str Manchester.

Evening classes at the Stepney Commer Institute, and at the Swan Street branc whose autumn term began in September—h been specially arranged to cover the syllabus of the Intermediate Examination of Association (June, 1936).

The Democratic Game

A famous foreign diplomat who alw includes a visit to North Berwick in his s round walked up to the starter there.

"My name is Brysko-Mrzlykovsky. I w to start at 10.15 to-morrow," he said pompo

The starter paid no attention.

"My name is Brysko-Mrzlykovsky. I am Ruthenian Ambassador. I wish to start at 10.

This time the starter looked up from his and gave tongue: "Ye'll play at 11.47 or no all—and ye'll answer to the name of M phairson."

From the *Evening Stand*

Men and Women Distinguished

Mr. Raymond Blathwayt tells an excel story in his book, "Looking Down the Yea This is the summary by a little girl at a C fornian high school of the difference bet the sexes:—

"Men are what women marry. They d and smoke and swear, but do not go to chu Perhaps if they wore bonnets they would. T are more logical than women, and also m zoological. Both men and women sprung f monkeys, but the women sprung further the men."

CENTENARY PRIZE COMPETITION

he following letter announcing a prize petition in connection with the Centenary ocal Government has been issued by the eral Secretary :—

IR,—A hundred years ago in September, 5, the Municipal Corporations Act received al Assent. To mark this centenary in local rnment in our country, my Association ffering prizes for an essay of not more than o words on "What we owe to Local rnment." It is a wide subject, but any ct of local government may be singled out he real theme to be dealt with according to choice of the writer. There is also this to aid : the subject can be studied at first hand ny city, town or village, in which any reader ours may reside. The first prize is a cheque £26 5s., the second prize a cheque for 10s., and the third prize a cheque for 5s. The following simple conditions rn the competition :

.) Write on one side of the paper only, er in typescript or in manuscript.

.) Don't write more than 1,500 words. lity and interest matter, not quantity.

.) Essays must be addressed to me, at the ional Association of Local Government cers, 24 Abingdon Street, Westminster, don, S.W.1, so as to reach me not later 1 November 30, 1935.

.) Each essay must be headed with a *nom-de-me*, and a sealed envelope containing the e and address and bearing on the outside *nom-de-plume* must accompany the essay. ication of the author's identity must not ear on the essay.

.) The envelope containing the essay must narked "Essay Competition" in the top hand corner.

(6) The copyright in each winning essay will belong to the National Association of Local Government Officers.

(7) The decision of the judges shall be final and no correspondence will be entered into on the subject.

Yours faithfully,

L. HILL,
General Secretary.

SO THAT WAS CROYDE !

The Editor of LOCAL GOVERNMENT SERVICE.

IR,—With some hesitation, and many mis-ngs, I booked up for a week at N.A.L.G.O.'S ip at Croyde Bay. I am naturally shy and ease in company, but once there, my fears shed.

he complete informality, the easy-going, al air that seems to permeate the camp, the truly wonderful organisation, all helped ake my stay the happiest holiday of my life. very new camper has to be initiated, and iven a camp name. After the ceremony joiced (?) in the appellation "Cissie." reafter it is an offence to address any per other than by his or her camp name. e boys and departmental chiefs are all on same footing—it seems unbelievable, but it erfectly true.

o ties for men; no stockings for ladies; ing only at the recommended times, and ts out at 11.30 p.m., are all the rules.

lealtimes, with the cry of "Box" ringing at every late arrival, the singing of "grace," chairman's announcements, and the Lost berty Man's wit, are pinnacles of enjoyment. orts day, with all its humorous items, from uck the Apple" to "Tip the Bucket," is an lute tonic in itself.

he weekly concerts, all "home-made," e roars of merriment. It is always truly arkable what a variety of talent there is in p. Baby patrol—which takes place every ing from 9 p.m. to 11 p.m.—never lacks nteers, and is a boon to all the married

he prize-giving and farewell dance on ay brought my week to a happy con-ion, tinged only by the regret that I was not ing on.

o those people who have already visited the p, there is nothing I can say. To those doubtful, I can unhesitatingly recommend de as the finest holiday it is possible to

Yours, etc.,

F. L. D.

arry.

HOSPITAL AND NURSING HOME SCHEME

(*Continued from page 292*)

Answer : £50, which is calculated as follows :

		£ s. d.	£ s. d.
(*a*) *A single illness*			
Doctor's fees	..	5 5 0	
Less franchise	..	5 0 0	5 0
(*b*) *An accident*			
Doctor's fees	..	7 7 0	
Operation	..	15 15 0	
Specialist	..	4 4 0	
Nursing home	..	15 15 0	
		£43 1 0	
Less franchise	..	5 0 0	38 1 0
(*c*) Doctor's fees	..	7 7 0	
Operation	..	15 15 0	
Specialist	..	4 4 0	
Nursing home	..	25 15 0	
		£53 1 0	
Claimable Expenditure under (c):			
Doctor's fees	..	7 7 0	
Operation	..	15 15 0	
Specialist	..	2 2 0	
Nursing Home	..	5 5 0	
		30 9 0	
Less franchise	..	5 0 0	
		25 9 0	
Maximum benefit		50 0 0	
Benefit received	..	38 6 0	£11 14 0
			£50 0 0

Where a claimant for benefit under the provisions of this scheme has received or recovered or is entitled to receive or recover any compensation or damages under any statute or at common law in respect of any injury, sickness or disease, the amount of such compensation or damages will be set off against the amount of the benefit which would otherwise have been payable under the provisions of the scheme.

If there are any further points in the scheme which require elucidating, please do not hesitate to communicate with your Local Correspondent or The Secretary, Nalgo Provident Society, 24 Abingdon Street, Westminster, S.W.1.

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.....

DISTRICT COMMITTEES

South Eastern

At the commencement of the meeting of the South Eastern District Committee at 24 Abingdon Street on September 14, the hon. secretary announced the very serious illness of the chairman, Mr. Arthur Webb. Mr. Webb had a stroke towards the end of July, and after about six weeks in hospital, is now home again. He is making a good recovery, but the nature of his illness makes a long absence from duty essential. Mr. W. H. Routly, the vice-chairman, who has had a breakdown in health, which demands at least a month's rest, sent a letter of apology. The meeting instructed the hon. secretary to send letters of sympathy and their good wishes for their speedy recovery to both these gentlemen.

Mr. W. A. N. Baker was appointed chairman of the meeting. A discussion ensued on the circular from the general secretary, which asked for the considered opinion of district committees on the future organisation and administration of the B. & O. Fund. It was decided to defer the matter till the next meeting for a report from the District Committee after ascertaining the views of constituent branches.

Increased rebates under Rule 9 (*d*) were recommended in respect of the Kent County officers and the Canterbury and District branches.

Mr. W. A. N. Baker reported on the progress of the district's sports competitions which had once again been very well supported.

The divisional secretary (Mr. F. Thomas) gave an encouraging report on the organisation in the district, whose membership is still on the increase. He referred to a resolution passed by the Trades Union Congress at its Margate Conference which inferred that N.A.L.G.O. could not be recognised by the T.U.C. as a *bona fide* trade union. But, Mr. Thomas said, N.A.L.G.O.'s answer is that its constitution and nature prevent its direct attachment to the T.U.C., which is so closely allied to a political party.

The death was reported of Mr. Croucher, Master of the Farnborough (Kent) Institution, and it was decided to send a letter of condolence to his widow.

Yorkshire

Mr. W. W. Armitage presided at a meeting of the Yorkshire District Committee, held in the Lecture Room, College of Technology and Art, Howard Street, Rotherham, on September 14. The Mayor of Rotherham, Alderman A. P. Aizlewood, J.P., extended a civic welcome to the representatives. It was agreed that a joint committee of the Executive Committee of the district and the B. and O. Regional Committee be called for the purpose of considering the resolution of the Liverpool Branch adopted at the annual conference. The resolution in question expressed anxiety as to the future of the B. and O. Fund, and instructed the Management Committee to obtain the views of all district committees and branches on: (*a*) the desirability or otherwise of increasing the powers and duties of Regional Committees; (*b*) in what manner, if any, can the present organisation be improved; and (*c*) what special action, if any, has been taken by districts and branches to secure increased support for the Fund.

Disappointment was expressed by a Leeds representative at the decision of the annual general meeting of the Approved Society not to hold its annual meeting at the time and place of the annual conference. It was reported that the Vice-Chancellor and Senate of Leeds University had agreed to the revival of the course for the Diploma in Public Administration. The honorary secretary of the district had communicated with all the local authorities within reasonable travelling distance of Leeds, urging them to grant facilities to any of their officers who may desire to attend the course.

The divisional secretary, in his report on propaganda and service conditions, stated that the following authorities had obtained actuari reports with a view to the adoption of th Local Government and Other Officers' Supe annuation Act, 1922: Mirfield Urban Distri Council, Darton Urban District Counci Darfield Urban District Council, Adwick-l Street Urban District Council. Ripon Ci Council had adopted the Act, as also had Goo Joint Hospital Board, the Appointed Days beif August 1 and October 1, respectively. Earl and Stocksbridge Urban District Councils ha agreed to obtain actuarial reports, and arisin from an interview which the divisional secreta had had with the Finance Committee Barnsley Town Council, the committee ha agreed to obtain a revised report with a vie to adopting the Act as from April 1, 1936.

The divisional secretary reported that thre important salary movements had taken pla since the last meeting. At Leeds and Bradfor revised grading schemes had been adopted b the respective Councils, and at Dewsbury, f the first time, a salary and grading scheme ha been put into operation. Mr. E. Ratcliff outlined the proceedings at the last meeting the Regional B. and O. Committee. Th challenge shield presented by the West Ridin County Officers' Branch for competition withi the area of the district committee, was awarde to the Settle Branch, which headed the list contributions last year with an amount 15s. 7d. per head of membership. Mr. R. Ralp received the shield on behalf of his Branch, an suitably replied.

A report of the representatives on the We Riding Joint Council making special referenc to the revised booklet in connection wit Service Conditions, was made by Mr. Donna Congratulations were offered to Mr. T. Nola honorary treasurer of the district, on h impending marriage. The chairman expresse the hearty good wishes of the District Committe and handed to Mr. Nolan a canteen of cutler

PRUDHOE HALL COLONY LAW TENNIS TOURNAMENT (STAF

One of the most "eagerly looked forward to events at Prudhoe Hall—i.e. the Finals of t Lawn Tennis Tournament—was once again most delightful day.

In the Ladies' Open Singles for the "Ne Hawkes'" Cup, the results were as follows:— Semi-finals: Nurse Douglas beat Nurs Hills, 6—4, 6—2; Nurse Wilson beat Nurs Dixon, 6—1, 6—3.

Finals: Nurse Wilson beat Nurse Dougla 6—3, 6—1.

So for the fourth year running Nurse W Wilson has won the Challenge Cup.

Mixed Doubles (handicap).—Semi-final Mr. Turnbull and Nurse Robson beat M Best and Nurse Herdman, 12—10, 10—1 6—4; Mr. Ward and Nurse Elliott beat Nurs Kell and Charlton, 7—5, 7—5.

Final: Mr. Ward and Nurse Elliott be Mr. Turnbull and Nurse Robson, 7—5, 6— The Medical Superintendent, Dr. G. McCou presided.

The visitors were entertained to tea, arrang ments for which were in the capable hands the Assistant Matron, Miss A. Ennis and Sist G. F. V. Fry.

The Cup and Prizes were presented by t Matron, Miss A. Reay, to whom, Nurse Hil on behalf of the staff, presented a bouquet carnations.

A presentation was also made to Mrs. J. Thompson for so ably organising the tourn ment.

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BRANCH NEWS

Welcoming the representatives to a meeting the South Wales and Monmouthshire trict Committee, at the Gwyn Hall, Neath, September 14, the Mayor of Neath (Coun- or T. Cole, J.P.) referred to the centenary Local Government. Members of Councils nded committee meetings and suggested emes, but it was to the officials of the partment concerned that they looked for dance as to the necessity, utility, cost and mpletion of the schemes. He knew the uence of N.A.L.G.O. had been good; best feeling had been secured, and at the e time better salaries and service conditions a. In Neath for years they had had what er authorities might well envy—a successful at Staffing Committee. N.A.L.G.O. was great service to the local officials—both the ough and the rural and other authorities—n the last Bill to extend boundaries was before liament.

n reply, the Chairman, Mr. Arthur J. ild, Clerk to the Rhondda Area Guardians mmittee, said that the Mayor's kindness uld be appreciated by their colleagues in th and by over 4,000 members in South les whom they represented.

ure of the B. and O. Fund

leports from the Executive Committee rred to Centenary Celebrations in South les and the future of the B. and O. Fund. regard to the latter, it was decided to express view that there should be no reduction in benefits or help granted from the Fund; the powers already possessed by Regional mmittees and Branches are adequate; there should be an intensive campaign to ure 100 per cent membership of the Fund; that the subscription should be one penny week instead of the existing 2s. 6d. per um. In his report, the Divisional Secretary nted out that the income to the Fund from th Wales had increased from £296 in 5 to £950 in 1935, while in the same period grants made had increased from £244 to 121. If all branches subscribed to the d as liberally as the best, there would be no ety. The Chairman of the Fund (Mr. Veslake Hill, Cardiff) pointed out that there been several very distressing new cases e last year which could not be refused, that inevitably the disbursements this would be greater than last. He appealed ngly to every branch to consider ways and ans of increasing the income of the Fund.

The Divisional Secretary drew attention to a ement on organisation which he had circu- d. This showed that there was no local jority in South Wales of any size whose bers were not included in their membership ver 4,000. While there was no longer room form additional branches, there were still ll authorities whose officers were outside Association, and some branches could ease their membership. It was decided efer the question of membership to the cutive Committee.

Consideration was also given to the member- of the Approved Society and Provident iety. It was pointed out that while the mbership of both Societies was substantial, ould be largely increased if the valuable efits offered were fully understood. It was ed that the branches should consider special paganda, especially among the younger mbers.

It was reported that the Ebbw Vale U.D.C. adopted the Local Government, and other cers' Superannuation Act, 1922, from ober 1, 1935; that the Llwchwr U.D.C. adopted a grading scheme; and the Barry U.C. had agreed to increase salaries in a mber of cases; that the Newport Corporation adopted a new scale of annual holidays, the Bedwellty U.D.C. a revised scale of pay; and that no authority in South es whose officers were members was now ing temporary reductions in salaries. A report on legal action taken to protect several members was also submitted.

The Chairman, Hon. Secretary, and Hon. Treasurer, submitted their report on the Annual Conference, for which they were warmly thanked. Mr. Tom Davis (Gwent) was also thanked for the case he submitted to conference in favour of compulsory superannuation.

Goole

A fairly well attended Public Meeting to celebrate the Centenary of Local Government was held at Goole on September 10. Mr. L. Hill, General Secretary of the Association, addressed the meeting on the "Progress of Local Government throughout the last Century." His Worship the Mayor, Alderman Ernest Johnson, J.P., presided, and expressed the thanks of the meeting generally to Mr. Hill for his attendance, and his thought-provoking address.

Durham

Through the instrumentality of the Durham County Branch, a class for students engaged in Public Assistance Departments has been formed under the auspices of the Durham County Education Committee. The class will be held each Friday from 7 p.m. to 8.30 p.m., at the Johnston Secondary School, South Street, Durham City, the tutor being Mr. Whitfield Jackson, Deputy County Public Assistance Officer. The course of studies began on Friday, September 27, when students were enrolled on payment of a fee of 5s. The County Education Committee have agreed to pay the travelling expenses of approved students from distances of over two miles from the City of Durham.

Padiham

Mr. Frank Foster, who has recently been appointed Housing Officer to the Padiham Urban District Council, was admitted to membership of the Padiham Branch as from August 1, 1935. Mr. Foster was not previously in the Local Government Service.

SPORT

The semi-final matches in the bowling teams competition (N. Western District Sports Competitions) were played at Preston, when Manchester beat Blackburn by 134 to 132, and Burnley beat Birkenhead by 140 to 139.

In the preliminary round of the Yorkshire District Sports Committee's tennis competition (1935), Leeds defeated Dewsbury; Bingley defeated Halifax; and Huddersfield defeated Batley. In the first round, Wakefield defeated Leeds; Bingley defeated Huddersfield; Sheffield defeated Hull; and West Riding defeated East Riding. In the semi-final, West Riding defeated Bingley; and Sheffield beat Wakefield. West Riding defeated Sheffield in the final.

♦ ♦ ♦

Swimming activities in the Metropolitan District are receiving enthusiastic support this year. Recently as the guests of the St. Marylebone Branch, some interesting races and team events were followed by a polo match. A new introduction was a half-mile race in the Thames at Kingston on September 7. Sixteen competitors took the water, and at half distance J. H. Woodward (London J. E. A.) and R. A. Newton (Deptford) were having a ding-dong struggle for the lead, with the rest in a bunch some twenty yards behind. J. G. Davies (Middlesex), the Southern Breast-stroke Champion, who used the breast stroke all the way, made a spurt at about 500 yards, and beat Newton but was unable to catch Woodward, who won by about 10 yards in 14 min. 39 sec.

The summer season will conclude with a gala at Marshall Street Baths in London, on October 23, when N.A.L.G.O. will meet the Civil Service in a water polo match, and the swimming, diving and water-polo championship finals will be held.

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CENTENARY CELEBRATIONS

A very successful programme of celebrations has been carried out in Yorkshire. On September 7, guests assembled at Harrogate Grammar School for a garden party given by the West Riding County Council as their contribution to the celebrations. More than 1,200 people attended and the well-organised proceedings were a complete success. The guests were received by the chairman and vice-chairman of the County Council (Alderman G. B. Lomas-Walker and Alderman W. B. Cartwright) and they included, in addition to members and officers of the County Council, M.P.'s, nineteen Lord Mayors and Mayors, chairmen and officers of Urban and Rural District Councils, chairmen of committees, and numerous other distinguished visitors. In addition to many exhibitions, side-shows and other attractions, various organised demonstrations were staged to interest the guests. Thus the Harrogate Grammar School boys gave a physical training demonstration, girls from Knaresborough Grammar School, Knaresborough Council School and Goldsborough Church of England School combined in a series of folk dances, and a team of members of the West Riding mounted Constabulary gave a display of horsemanship.

Impressive Commemoration.

Impressive scenes were witnessed in York on Monday, September 9, when Lord Mayors, Mayors, and representatives of county and district councils from every part of Yorkshire assembled to take part in the centenary commemoration service at the Minster. The city provided a perfect natural setting for the striking pageantry of this unique municipal occasion. The service of thanksgiving was attended by a congregation of over 1,500. Among those who walked in the procession from the Mansion House to the Minster were the Lord Mayors of York, Leeds, Hull, Sheffield, and Bradford, the Sheriffs of York and Hull, and twenty-five Mayors.

Canon R. Brook, of Doncaster, preached the sermon. He regretted the apathy shown at municipal elections, for it was the plain duty of everyone who cared for the well-being of civic life and believed in the soundness of the principles upon which local government was now based to do all in their power to create a wide interest in civic affairs and a greater sense of direct responsibility.

The Lord Mayor of York, speaking at a luncheon held later, said he was glad to say he saw signs of an improving spirit of accommodation in the dealings between civic authorities one with another. The long legal fights, and the bitter feelings engendered by them when one authority sought to devour its neighbour, were as unnecessary as they were useless. The discussion round a table accomplished far more.

In addition to the central county celebration, local arrangements were also made to signalise the occasion of the centenary. A civic week held at Goole included in its programme a number of interesting events, including organised visits to corporation undertakings, the holding of a gas exhibition, and flood-lighting of certain portions of the parks and gardens.

At Halifax a united church service was held, attended by the Mayor (Mrs. Miriam Lightowler) and many public representatives.

Derby Celebrations.

Serving as a Municipal Centenary celebration and an Industrial Exhibition, the display in the Ford Street Exhibition Buildings, Derby (September 19 to 28), contrived to blend the useful and the informative on lines helpful alike to Corporation and local traders. Under the direction of the Town Clerk's department, the scheme comprised 30,000 ft. of floor space, City Corporation stands, commercial and industrial displays—including exhibits by national advertisers—fortified by the Duke of Devonshire and the help of all Council under-

(*Continued at foot of col. 3*)

MOVEMENTS OF MEMBERS

Mr. Howard Bargh, Halifax, to Settlement Officer under the West Riding County Council, Public Assistance Department.

Mr. H. B. Crowe, Wakefield, to Divisional Valuer under the Birmingham City Council.

Mr. J. Forton, Halifax, to Assistant Cleansing Superintendent under the Hull County Borough Council.

Mr. J. D. Frazer, Newcastle-upon-Tyne, to Education Officer under the Shipley Council.

Mr. H. Haigh, Shipley, to Electrical Engineer under the Middlesbrough Council.

Mr. F. Hill, Dewsbury, to Assistant Solicitor under the Tottenham Borough Council.

Mr. Harold V. Lightfoot, Newcastle-upon-Tyne, to Secretary for Education under the Hyde Council.

Mr. A. J. Masi, Todmorden, to Additional Sanitary Inspector under the Bury Council.

Mr. L. Morley, West Riding C.O., to an appointment in the Education Department under the Doncaster Borough Council.

Mr. John A. T. Musther, Halifax, to Borough Accountant under the St. Ives' Borough Council, Cornwall.

Mr. Perkins, Durham County, to Chief Veterinary Officer under the Cornwall County Council.

Mr. W. H. Sanderson, West Riding C.O., to an appointment in the Surveyor's Department under the Hertfordshire County Council.

Mr. F. Tomlinson, Rotherham, to Rates Inspector & Valuation Assistant under the Cambridge Borough Council.

Mr. E. W. Widdowson, West Riding C.O., to an appointment in the Surveyor's Department under the Lancashire County Council.

Miss N. Hargreaves, Manchester, to Assistant in Electricity Showrooms, Stoke-on-Trent.

Mr. W. Hayhurst, Smethwick, to Borough Treasurer, St. Helens.

Mr. R. A. Evans, Bacup, to Engineering Assistant, Bebington.

Mr. H. M. Ellis, Morecambe, to Cleansing Superintendent, Weybridge.

Mr. J. H. Desden, Haslingden, to Director of Education, Batley.

Mr. C. M. Owen, Denbighshire, to Engineering Assistant, Cheshire C.C.

Mr. F. C. Hildred, Bootle, to Director of Education, Haslingden.

Mr. J. Higham, Bolton, to Town Planning Assistant, Whiston R.D.C.

Mr. S. Houghton, Oldham, to Surveyor's Department, Huddersfield.

Mr. R. D. H. Bridge, Devon C.C., to Poultry Instructor, Wilts C.C.

Mr. H. R. Judd, West Sussex C.C., to Town Planning Officer, Pembrokeshire Reg. Comm.

Mr. G. D. Begg, West Sussex C.C., to County Veterinary Officer, Hants C.C.

Mr. A. P. Downs, Hove, to Clerk, Local Taxation Department, East Sussex C.C.

Mr. R. T. Francis, Hove, to Clerk, County Surveyor's Department, East Sussex.

Mr. A. C. Nichols, Hastings, to Deputy Town Clerk, Acton.

Mr. J. E. Flint, Hants C.C., to Clerk, East Sussex C.C.

Mr. G. G. Anderson, Sevenoaks U.D.C., to Junior Engineering Assistant, Orpington U.D.C.

Mr. W. J. Moyse, Cornwall C.C., to Assistant Horticultural Lecturer, Bedford C.C.

Mr. R. H. Shrives, Coulsdon and Purley, to Engineering Assistant, Brighton.

Mr. W. C. Codd, Hammersmith, to Ledger Clerk, Harrogate.

Mr. J. Nursey, Hammersmith, to Assistant Internal and Audit Clerk, Reading.

Mr. E. G. H. Haynes, Greenwich, to First Class Assistant, Engineer's Department, Kensington.

Mr. H. N. Jenner, Essex C.C., to Surveyor's Department, Hants C.C.

Mr. J. Burton, Bedford B., to Treasurer's Department, Bath.

Mr. E. P. Banks, Ipswich, to Deputy Town Clerk, Chichester Borough.

Mr. S. Marshall, Southend, to Accountancy Assistant, Scarborough.

Mr. J. L. Wetton, Chislehurst and Sidcup, to Town Planning Assistant, Mansfield.

Mr. E. Gooseman, Wembley, to Temporary Engineering Assistant, Birkenhead.

Mr. W. F. Tunks, Wembley, to Chief Engineering Assistant, Malden and Coombe U.D.

PRESS TRIBUTE TO LOCAL GOVERNMENT OFFICERS

We have often regretted in the past that the press has been only too ready to belittle the valuable work done for the community by local government officers, and we have endeavoured by various means, during the past two years or so, to raise the prestige of local government and the local government service, and to educate public opinion to a true appreciation of the value that they get for their rates.

But one paper has recently expressed its convictions of the important work ably carried out by local government officers, and we pay full tribute to the editor of the *Surrey Comet* for making the following statements in editorial:

"There is much to be said for the modern official. We may think we have too many of them, and that some of them are too highly paid, but it is not well to come to that conclusion too hastily. This is the centenary year of local government as we know it broadly to-day, and in any fair review of public service one is bound to pay tribute to officialdom.

"The business of local government was in the not very distant past and well within the memory of many, a haphazard affair. Clerkships were part-time offices, and that led sometimes to a good deal of corruption; and staffs were undermanned by amateurish persons. If we have to pay much more for our officials to-day we certainly have much greater efficiency and if more and more officials become the real governors of our public life—perhaps in some cases too much so—that is wholly due to the public themselves who are either too indifferent, too ignorant, or too self-centred to make any attempt to understand the guiding principles of public service and of local government, and will not vote when opportunity occurs for those best equipped for this arduous and sometimes troublesome work.

"Present day signs point to greater and still greater power of officialdom, and in view of the deplorable apathy of the average citizen we are not sure that this is altogether a bad sign. Certainly it is not what the term democracy is meant to imply, but in present circumstances it makes for safety and efficiency."

(*Continued from col. 1*)

takings. Councillor B. S. Thorpe, the Mayor, explained the full purpose in a brochure prepared for the occasion.

In connection with the centenary, a civic week was held at Goole. Arrangements were made for organised visits to the undertakings of the Corporation, which include the Goole Grammar School, the waterworks at Pollington, gasworks, public abbattoir, fire station, and sewage pumping station, to take place on different days. There was a demonstration of charging the retorts at the gasworks and a gas exhibition was opened. The Cenotaph in the Memorial Gardens and a portion of the Riverside Park were floodlighted at night-time.

Civic weeks were also held during the month at Barking and Lincoln, where a cathedral service opened the week on September 22. On September 29, a united service was held at Guildford Cathedral, and we hope to publish a report of this in our next issue.

HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

BY a coincidence, the remarks I made in the September issue on sowing grass seed for lawns were followed by a personal appeal from a neighbour to give him a few hints on what he considered the most troublesome detail of all in lawn-making with seed—namely, levelling. He added that he could not start before October.

October sowing is not necessarily too late, but it should be done as early in the month as possible, because apart from the possibility of severe weather ensuing, birds are apt to be more troublesome owing to the reduced amount of insect food.

The "Straight-Edge"

As to levelling, I fully realise that it is very important, especially in cases where the grass is to be used for games. I also realise that it may cause embarrassment to amateurs who have only the ordinary stock of tools, such as spade, rake, hoe, etc., and yet have a very uneven stretch of soil to deal with. The spade and rake will certainly be wanted, but there is also a call for what is commonly called a "straight-edge." This is a length of deal with a perfectly smooth and level base. It may be no more than three inches wide and should not be more than six inches. It may be only ten feet long and from that to fifteen or twenty. Practically every builder and every landscape gardener possesses a straight-edge and one can generally be borrowed or hired without much difficulty.

Time can generally be saved by obtaining the the first rough levelling with the aid of spade and rake. First the spade, to turn the soil deeply, work in any manure or fertiliser which is to be applied, and break down the heaps. Next the rake to reduce the heaps still further and at the same time to fill up deep hollows. Often after the raking the worker allows himself to feel very well satisfied. Alas! When he withdraws from the bed, stoops, and runs a keen eye over the surface, he perceives a multitude of inequalities and unevennesses, and if he has no straight-edge he finds himself involved in a tiresome job to get things right, which often takes up a good deal of time.

With that useful appliance, properly used, the levelling is done quickly and easily, particularly if someone can be "roped-in" to hold one end of it. The two workers should stand each on opposite sides at one end of the plot, with the soil there perfectly level, and then walk slowly backwards, drawing the board on edge after them and pulling it from one to the other with a sort of seesaw action. If there is a considerable surplus of soil on the bed it will be wise to stop before a large ridge has been formed and skim off some of it with a spade or shovel, otherwise the straight-edge will become clogged. Afterwards, heap will fall sweetly into hollow and the bed will be nicely level by the time the farther end is reached. The piece of ground must, of course, be dealt with in sections where there is a large area to level. It may be found desirable to draw the straight-edge over each plot both from east to west and from north to south.

Turfing

In connection with lawns, it may be mentioned that there is no hurry if turf is to be used instead of seed, any part of October and November being suitable provided the ground is free from frost. I would generally prefer turfing to seeding if sure of clean fine turf, but only too often turf is full of noxious weeds and if that kind is laid there will be a heritage of trouble in after years. Another class of turf which should be avoided is that which, while comparatively free from weeds, consists of coarse kinds of grass, for if that is used there will be increased work in mowing.

Turf on which sheep have been stocked is generally fine, but not necessarily free from an intermixture of docks, lesser bindweed, buttercups, daisies, or other weeds. Experienced lifters of turf generally cut it into sections of three feet by one foot, which are rolled for convenience of transport. Intending buyers can easily calculate the number required for a given area from the figures quoted. Turf must be laid on a level and firm base, and even so there may be hollows here and there if the turf contains strong weeds, which shrivel owing to the roots having been cut in the lifting. This must be guarded against.

Space in the flower garden becomes bare this month, owing to the lifting of tuberous Begonias, Dahlias, Zonal Geraniums, Gladioli, and other summer and autumn flowers. This presents an opportunity of planning for next year, in connection with which I make the suggestion that one of the first decisions shall be that of allocating positions for such of the past season's successes as it is proposed to grow again, and that such positions shall be different from this year's. I suggest this because I think it tends to economise manure. In the cases of all the plants named above, and of a good many more, not excluding Sweet Peas by any means, I think less fresh food is needed when the site for the following season's crop is changed than when it is grown again on the same ground. And all manure thus saved can be used with benefit to permanent beds, such as those carrying Roses.

I am whole-heartedly with those who advocate sowing Sweet Peas in autumn, and I confidently assure those people who propose to sow outdoors during the present month that they need not feed the ground heavily provided they change the site for the crop and also till it deeply after being moistened by the autumn rains. These rains swell the soil and enable the grower to get a deep tilth. A deep tilth encourages the plants to root deeply and widely, and this mass of deep yet wide-spread roots finds sources of food which might otherwise remain unexploited.

Sowing Sweet Peas.

I believe there is a tendency to sow autumn Sweet Peas much more thickly than spring-sowings, but I believe this is carried to extremes in a great many cases. All may be well if, as is taken for granted, a considerable proportion of the seeds do not germinate; but what if they do, and still further if the majority of the seedlings pass the winter safely? The crowded state of the rows may not show to disadvantage while the plants are in the first stage of blooming, particularly if there is plenty of rain; but in the later stages, and with a spell of drought, the thin stems soon lose their power of food-transmission and the row goes off at an alarming pace. The cottage gardener's allowance of one pound of culinary Peas to twenty-five yards run of row need not be added to by more than fifty per cent provided slugs, birds, and other enemies are kept in subjection.

It should not be forgotten that quite a number of other hardy annuals than Sweet Peas may be sown in autumn if desired and any seedsman of standing will make up a selection of, say, a dozen kinds on request. And these annuals will vie with the bulbs that are now being ordered for autumn planting in making the spring flower-garden gay. But sowing should be done soon; indeed, during the first week of October if possible. Like most bulbs, annuals other than Sweet Peas finish flowering in spring in time for planting most of the more important summer flowers.

GOVERNMENT OF GREATER LONDON

MR. MORRISON'S NEW BOOK

HOW GREATER LONDON IS GOVERNED, by Herbert Morrison (Lovat, Dickson, Ltd., 38 Bedford Street, W.C.2). 6s. net.

Apart from Sir Percy Harris' useful volume "The Government of London," which was reviewed in these columns in September, 1933, there has been no book which adequately explains the London system of local government; that is, if it can be called a system. Mr. Herbert Morrison, however, in writing this book has filled a definite gap in the prolific literature on London in describing for the first time how London is governed and how the work of the authorities concerned with the administration of London's affairs touches the Londoner and visitors to the capital.

The Disappearing "Londoner."

One thing seems to stand out in this book, and that is that the title "Londoner" is rapidly becoming obsolete, for if a man should say that he is a Londoner, it would be necessary for him to decide whether his London means the area of the London County Council or the traffic area, or the transport board area, or the Metropolitan traffic area, electricity area, or water area or one of very many other areas, no two of which are co-incidental.

London, at least the farthest-flung London (and that is the Metropolitan traffic area), falls into six counties and includes ten million people, a quarter of the population of the whole country. Yet half of them are Londoners for only one or two purposes. It is when the problem is looked at from the point of view of government; of the organisation of the social services; of the administration of the various necessities of life which are common to all people, that one begins to realise that the man in the street has some excuse for not taking too much interest in how he is governed, for I doubt very much whether the majority of people who voluntarily serve on the various committees and councils of the authorities in this far-flung capital of ours could pass an elementary examination in "Who is responsible for what particular services."

A Great Story

This book is a great story of public administration, written by a man who is not only a public speaker and experienced administrator, but who possesses the art of straightforward and attractive writing. His book is an actual statement of the numbers, the sphere of operations, the duties and the powers of the various authorities concerned with one or other aspects of municipal administration in London. It is an interesting book, but it is more than this, it is a textbook and should be used by every student who wants to know what he is talking about when the subject of London's government is being discussed.

Expression of personal opinion is limited to a minimum, but it is, of course, very trenchant and it does not in any way detract from the utility of the book as a factual record, and data are given of London from the core, that is the square mile of the city, right to the outer ring to the farthest-flung outpost of the Metropolitan traffic area.

The "Might-Have-Been."

Naturally, this book concludes with a chapter on the "might-have-been." The book would be incomplete without it, and I think all critical students of municipal administration will agree with Mr. Herbert Morrison's concluding remark, "Whether the future will witness a straightening out of the tangle of London's government consistent with the principles of democracy, I do not know. I hope so."—D.J.P.

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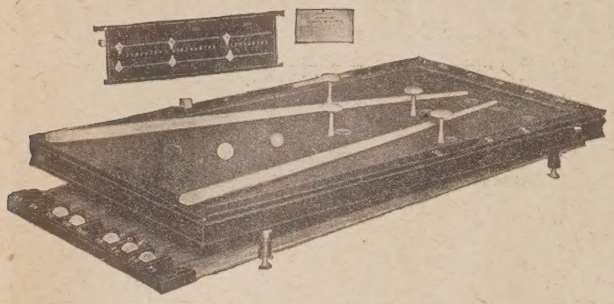

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Made from well-seasoned Hardwood, highly polished and stained as Mahogany, Oak or Walnut, or to match any furniture without extra charge. Frames are bolted to four solid turned legs. Slate beds, covered with good quality billiard cloth, best rubber cushions, complete with set of 1⅜in. composition balls, two 4ft. butted ash cues, one 3ft. cue, cue rest, marker, spirit level, chalk and rules. Fitted with two-leaf top 6in. longer and wider than sizes given, which are sizes of playing surface.

Size of Table	Nett Wholesale Price
5ft. x 2ft. 6in.	£14 14 0
6ft. x 3ft.	£16 16 0

Carriage paid in Great Britain. Packing returnable (carriage paid), otherwise it will be charged.

In Oak, Mahogany, or Walnut. Highly polished and of pleasing appearance. Frames are bolted to four solid turned legs. Slate beds, covered with extra quality billiard cloth, and best rubber cushions. Each table is complete with set of 1⅜in. composition balls, two 4ft. butted ash cues, one 3ft. cue, cue rest, marker, spirit level, chalk and rules. Can be polished to match other furniture without extra charge. Fitted with three- or four-leaf top as required.

Size of Table	Nett Wholesale Price
4ft. 6in. x 2ft. 3in.	£20 10 0
5ft. 0in. x 2ft. 6in.	£22 10 0
6ft. 0in. x 3ft. 0in.	£26 10 0
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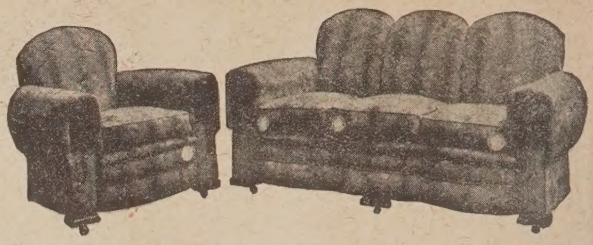

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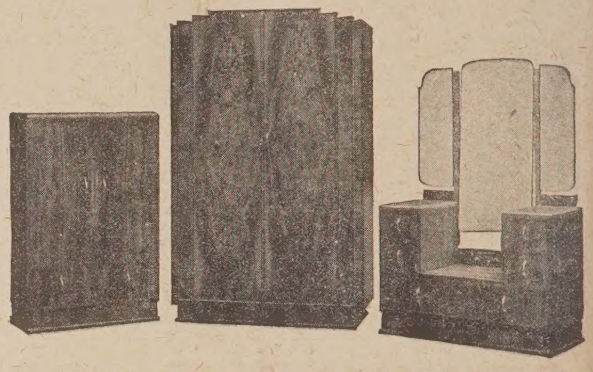

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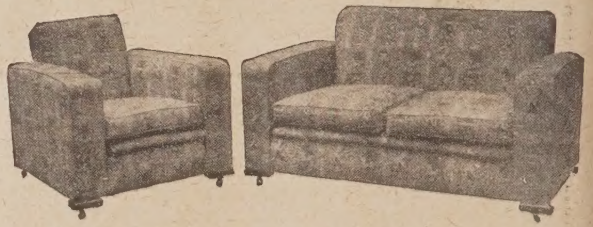

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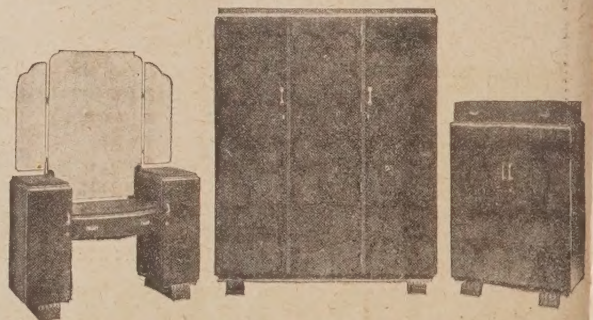

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